

Recap: Overall and Breakout - Positive Responses Compared to the Professional/Service Norm

Company Name

- This report shows a side-by-side comparison of scores for All respondents, each work group or unit, and the National Professional/Service Norm for each question and category on the survey.
- Eight items have a "n/a" for the norm in 2015, as the item is either new or has been enhanced.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

Top 2

	Totals	Select your work group or unit:			
		Prof / Service	All	Group 1	Group 2
		N/A	3	3	0
4. Pay	3	61%	84%	84%	*
23. Compared with other organizations, pay here is competitive	3	65%	67%	67%	*
24. I understand how my pay is determined	3	65%	100%	100%	*
25. In this organization, I am paid fairly for my job	3	65%	67%	67%	*
26. In this organization, high performance is rewarded financially	3	48%	100%	100%	*
Averages	3	61%	84%	84%	N/A

* Less than 2 responses.

Category Values 10 or more above Norm 10 or more below Norm

Recap: Overall and Breakout - Positive Responses Compared to the Mfg UF Norm

Company Name

- This report shows a side-by-side comparison of scores for All respondents, each work group or unit, and the National Manufacturing Union Free Norm for each question and category on the survey.
- Eight items have a "n/a" for the norm in 2015, as the item is either new or has been enhanced.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

Top 2

	Select your work group or unit:			
	Mfg Union Free	All	Group 1	Group 2
Totals	N/A	3	3	0
10. Employee Commitment	3	87%	100%	*
62. This organization's values are consistent with my own	3	79%	100%	*
63. Taking everything into consideration, this is a good place to work	3	92%	100%	*
64. Each day I do more than what is expected of me	3	93%	100%	*
65. It would take a lot to get me to leave this organization	3	72%	100%	*
66. I would recommend this organization to my friends as a good place to work	3	77%	100%	*
67. I am interested in the future of this organization	3	96%	100%	*
68. I understand how my job contributes to the success of the organization	3	97%	100%	*
Averages	3	87%	100%	N/A

* Less than 2 responses.

Category Values

10 or more above Norm
10 or more below Norm

Overall Engagement Performance

Company Name

- Engagement definition: Employees are placed into one of three engagement level categories: Engaged, Partially Engaged, or Disengaged, based on their responses to the survey. See also the definition for Engagement in the Methodology section of this report.
- Columns definition: The column labeled "All" shows the overall satisfaction score for your company. "All" refers to all employees who responded, regardless of their work group or engagement level. Engagement level columns show the percent of employees within that Engagement Level who selected one of the Top 2 (Favorable) ratings.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

Top 2

	Totals	Engagement Level			
		All	Engaged	Partially Engaged	Disengaged
10. Employee Commitment	3	100%	*	100%	*
62. This organization's values are consistent with my own	3	100%	*	100%	*
63. Taking everything into consideration, this is a good place to work	3	100%	*	100%	*
64. Each day I do more than what is expected of me	3	100%	*	100%	*
65. It would take a lot to get me to leave this organization	3	100%	*	100%	*
66. I would recommend this organization to my friends as a good place to work	3	100%	*	100%	*
67. I am interested in the future of this organization	3	100%	*	100%	*
68. I understand how my job contributes to the success of the organization	3	100%	*	100%	*
Averages	3	100%	N/A	100%	N/A

* Less than 2 responses.

Engagement Performance by Breakout

Company Name

- This report shows only the responses from the work group or unit shown below by breakout.
- Engagement definition: Employees are placed into one of three engagement level categories: Engaged, Partially Engaged, or Disengaged, based on their responses to the survey. See also the definition for Engagement in the Methodology section of this report.
- Columns definition: The column labeled "All" shows the overall satisfaction score for all employees included in this breakout. "All" refers to all employees who responded, regardless of their work group or engagement level. Engagement level columns show the percent of employees within that Engagement Level who selected one of the Top 2 (Favorable) ratings.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

Top 2

Group 1

	Totals	Engagement Level			
		All	Engaged	Partially Engaged	Disengaged
	3	100%	1	2	0
3. Communication	3	100%	*	100%	*
17. I am kept informed about new plans and developments	3	100%	*	100%	*
18. I am informed about changes in a timely manner	3	100%	*	100%	*
19. I am kept informed about the performance of the organization	3	100%	*	100%	*
20. Overall, this organization communicates well with employees	3	100%	*	100%	*
21. This organization supports open two-way communication between employees and management	3	100%	*	100%	*
22. I have input into matters that affect my job	3	100%	*	100%	*
Averages	3	100%	N/A	100%	N/A

* Less than 2 responses.