

Variance Scores $\geq + 5\%$

Variance Scores $\geq + 0.01\%$ to 4.99%

Variance Scores $\leq - 5\%$

Variance Scores $\leq - 0.01\%$ to -4.99%

SWOT Summary – HR Scorecard Tab

Strengths: Blue Cells - high positive variance from list-makers

Weaknesses: Red Cells - high negative variance from list-makers

Opportunities: Gray Cells - low positive variance from list-makers

Threats: Yellow Cells - low negative variance from list-makers

Employee Benchmark Report - Insights
Gap Analysis Report
Industry Programs - Engineering

Best Companies Group >>>

Employee Benchmark Report

	Percentage of Positive Responses All Size Categories 2024	Variance from All Employers (Potential SWOT) Variance scores are rounded for data analysis	Your 2024 Agreement Scores
	All Employers that made the list		
LEADERSHIP			
I understand the long-term strategy of this organization	91%	1%	92%
I have confidence in the leadership of this organization	93%	1%	93%
The leaders of this organization care about their employees' well being	93%	5%	97%
Senior leaders live the core values of the organization	93%	0%	94%
The leaders of this organization are open to input from employees	91%	4%	94%
Leadership - AVERAGE	92%	2%	94%
CORPORATE CULTURE AND COMMUNICATIONS			
This organization's corporate communications are frequent enough	89%	3%	93%
This organization's corporate communications are detailed enough	92%	0%	92%
This organization effectively communicates its progress towards meeting departmental goals	89%	5%	94%
I have a good understanding of how this organization is doing financially	88%	3%	92%
I can trust what this organization tells me	92%	1%	92%
This organization treats me like a person, not a number	93%	2%	95%
This organization gives me enough recognition for work that is well done	87%	1%	89%
Staffing levels are adequate to provide quality products/services	78%	1%	78%
Quality is a top priority with this organization	95%	-1%	94%
Safety is a top priority with this organization	93%	3%	96%
I believe there is a spirit of cooperation within this organization	92%	3%	95%
My employer enables a culture of diversity	88%	8%	96%
This organization makes a strong effort to minimize discrimination	92%	6%	98%
I like the people I work with at this organization	95%	4%	99%
At this organization, employees have fun at work	94%	-1%	93%
I feel I can express my honest opinions without fear of negative consequences	89%	1%	90%
Changes that may affect me are communicated to me prior to implementation	82%	1%	83%
Corporate Culture and Communications - AVERAGE	90%	2%	92%
ROLE SATISFACTION			
I like the type of work that I do	95%	0%	95%
I am given enough authority to make decisions I need to make	92%	2%	94%
I believe my job is secure	87%	2%	89%
Deadlines at this organization are realistic	87%	2%	89%
I feel I am valued in this organization	91%	1%	92%
I feel part of a team working toward a shared goal	93%	2%	94%
I am able to maintain a reasonable balance between work and my personal life	88%	6%	93%
My job makes good use of my skills and abilities	91%	4%	94%
I have a clear understanding of my job role	96%	0%	95%
I understand the importance of my role to the success of the organization	97%	-1%	96%
Most days, I feel I have made progress at work	93%	1%	94%
Role Satisfaction - AVERAGE	92%	2%	93%
WORK ENVIRONMENT			
My physical working conditions are good	95%	4%	99%
My general work area is adequately heated/cooled	90%	9%	99%
There is adequate noise control to allow me to focus on my work	87%	11%	98%
My workspace has adequate privacy for me to do my job	86%	13%	99%
I feel physically safe in my work environment	97%	2%	100%
Work Environment - AVERAGE	91%	8%	99%
RELATIONSHIP WITH SUPERVISOR			
My supervisor treats me fairly	96%	1%	97%
My supervisor treats me with respect	96%	3%	98%
My supervisor handles my work-related issues satisfactorily	95%	0%	95%
My supervisor handles my personal issues satisfactorily	95%	1%	96%
My supervisor acknowledges when I do my work well	93%	3%	96%
My supervisor tells me when my work needs improvement	95%	-1%	94%
My supervisor is open to hearing my opinion or feedback	97%	-1%	96%
My supervisor wants me to develop to my fullest potential	93%	3%	96%
I feel I can trust what my supervisor tells me	96%	0%	95%
Relationship with Supervisor - AVERAGE	95%	1%	96%
TRAINING, DEVELOPMENT AND RESOURCES			
This organization provided as much initial training as I needed	86%	6%	92%
This organization provides as much ongoing training as I need	87%	6%	93%
This organization provides the technology, equipment and resources I need to do my job well	92%	6%	97%
The computer or other hardware I use to do my job is dependable	88%	6%	94%
The software and program applications I use to do my job are adequate	90%	6%	96%
Technology issues are resolved in a timely manner	87%	9%	96%
Technology issues affecting my work are communicated to me in a timely manner	88%	8%	96%
This organization helps me pursue a career path that aligns with my skills and interests	88%	5%	93%
This organization encourages me to develop professionally and/or acquire new skills	89%	7%	96%
If I do good work, I will be rewarded	85%	3%	88%
Training, Development and Resources - AVERAGE	88%	6%	94%
PAY AND BENEFITS			
My pay is fair for the work I perform	86%	-1%	84%
Overall, I'm satisfied with this organization's benefits package	88%	8%	96%
I'm satisfied with the amount of vacation (or Paid Time Off)	85%	9%	94%
I'm satisfied with the sick leave policy	89%	7%	96%
I'm satisfied with the amount of healthcare paid for	88%	6%	93%
I'm satisfied with the dental benefits	89%	3%	92%
I'm satisfied with the vision care benefits	89%	4%	92%
I'm satisfied with the retirement plan benefits	80%	14%	94%
I'm satisfied with the life insurance benefits	87%	4%	91%
I'm satisfied with the disability benefits	84%	7%	91%
I'm satisfied with the tuition reimbursement benefits	65%	17%	82%
Pay and Benefits - AVERAGE	84%	7%	91%
OVERALL ENGAGEMENT			
Overall, I am very satisfied with my employer	95%	4%	98%
Most days, I look forward to going to work	90%	-1%	89%
My job provides me with a sense of meaning and purpose	92%	-4%	87%
I am proud to work for this organization	96%	1%	97%
I feel this organization has created an environment where I can do my best work	86%	7%	93%
I am willing to give extra effort to help this organization succeed	97%	1%	97%
I plan to continue my career with this organization for at least two more years	89%	2%	92%
I would recommend this organization's products/services to a friend	98%	-2%	96%
I would recommend working here to a friend	92%	3%	95%
Overall Engagement - AVERAGE	93%	1%	94%
SURVEY AVERAGE	91%	3%	94%

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