

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

Insights Gap Analysis - Industry Programs -
Engineering
Year-over-Year

Employee Benchmark Report

Best Companies Group >>>

Engineering Year-over-Year			Percentage of Positive Responses	Variance from All Employers	Your 2024 Agreement Scores	Percentage of Positive Responses	Variance from All Employers	Your 2025 Agreement Scores
All Size Categories 2024			(Potential SWOT)	All Size Categories 2025		(Potential SWOT)		
All Employers that made the list			Variance scores are rounded for data analysis	All Employers that made the list		Variance scores are rounded for data analysis		
Best Companies Group >>>								
LEADERSHIP								
I understand the long-term strategy of this organization	85%	7%	92%	91%	-6%	85%		
I have confidence in the leadership of this organization	93%	2%	95%	93%	1%	93%		
The leaders of this organization care about their employees' well being	95%	1%	96%	93%	2%	95%		
Senior leaders live the core values of the organization	92%	3%	95%	93%	-2%	92%		
The leaders of this organization are open to input from employees	93%	2%	95%	91%	2%	93%		
Leadership - AVERAGE	91%	3%	95%	92%	-1%	91%		
CORPORATE CULTURE AND COMMUNICATIONS								
This organization's corporate communications are frequent enough	93%	0%	92%	89%	3%	93%		
This organization's corporate communications are detailed enough	90%	2%	92%	92%	-2%	90%		
This organization effectively communicates its progress towards meeting departmental goals	89%	1%	90%	89%	0%	89%		
I have a good understanding of how this organization is doing financially	83%	4%	87%	88%	-5%	83%		
I can trust what this organization tells me	91%	2%	93%	92%	0%	91%		
This organization treats me like a person, not a number	92%	4%	95%	93%	-1%	92%		
This organization gives me enough recognition for work that is well done	85%	4%	89%	87%	-3%	85%		
Staffing levels are adequate to provide quality products/services	83%	2%	86%	78%	6%	83%		
Quality is a top priority with this organization	94%	1%	95%	95%	-1%	94%		
Safety is a top priority with this organization	88%	7%	95%	93%	-5%	88%		
I believe there is a spirit of cooperation within this organization	93%	2%	95%	92%	1%	93%		
My employer enables a culture of diversity	90%	2%	92%	88%	1%	90%		
This organization makes a strong effort to minimize discrimination	90%	3%	93%	92%	-2%	90%		
I like the people I work with at this organization	97%	0%	97%	95%	2%	97%		
At this organization, employees have fun at work	84%	6%	90%	94%	-10%	84%		
I feel I can express my honest opinions without fear of negative consequences	86%	4%	91%	89%	-3%	86%		
Changes that may affect me are communicated to me prior to implementation	81%	8%	88%	82%	-2%	81%		
Corporate Culture and Communications - AVERAGE	89%	3%	92%	90%	-1%	89%		
ROLE SATISFACTION								
I like the type of work that I do	93%	2%	95%	95%	-2%	93%		
I am given enough authority to make decisions I need to make	91%	2%	93%	92%	-1%	91%		
I believe my job is secure	86%	7%	93%	87%	-1%	86%		
Deadlines at this organization are realistic	91%	-1%	90%	87%	3%	91%		
I feel I am valued in this organization	89%	3%	92%	91%	-2%	89%		
I feel part of a team working toward a shared goal	89%	5%	94%	93%	-3%	89%		
I am able to maintain a reasonable balance between work and my personal life	88%	2%	90%	88%	0%	88%		
My job makes good use of my skills and abilities	91%	3%	93%	91%	0%	91%		
I have a clear understanding of my job role	94%	0%	94%	96%	-2%	94%		
I understand the importance of my role to the success of the organization	93%	2%	95%	97%	-4%	93%		
Most days, I feel I have made progress at work	92%	3%	95%	93%	-1%	92%		
Role Satisfaction - AVERAGE	90%	3%	93%	92%	-1%	90%		
WORK ENVIRONMENT								
My physical working conditions are good	97%	1%	98%	95%	1%	97%		
My general work area is adequately heated/cooled	94%	1%	95%	90%	4%	94%		
There is adequate noise control to allow me to focus on my work	92%	-2%	90%	87%	6%	92%		
My workspace has adequate privacy for me to do my job	94%	-2%	92%	86%	8%	94%		
I feel physically safe in my work environment	98%	1%	99%	97%	1%	98%		
Work Environment - AVERAGE	95%	0%	95%	91%	4%	95%		
RELATIONSHIP WITH SUPERVISOR								
My supervisor treats me fairly	95%	0%	96%	96%	0%	95%		
My supervisor treats me with respect	96%	0%	96%	96%	1%	96%		
My supervisor handles my work-related issues satisfactorily	93%	0%	94%	95%	-1%	93%		
My supervisor handles my personal issues satisfactorily	95%	1%	95%	95%	0%	95%		
My supervisor acknowledges when I do my work well	92%	0%	93%	93%	-1%	92%		
My supervisor tells me when my work needs improvement	92%	0%	92%	95%	-3%	92%		
My supervisor is open to hearing my opinion or feedback	95%	0%	95%	97%	-2%	95%		
My supervisor wants me to develop to my fullest potential	94%	1%	95%	93%	1%	94%		
I feel I can trust what my supervisor tells me	95%	0%	94%	96%	-1%	95%		
Relationship with Supervisor - AVERAGE	94%	0%	94%	95%	-1%	94%		
TRAINING, DEVELOPMENT AND RESOURCES								
This organization provided as much initial training as I needed	86%	0%	86%	86%	0%	86%		
This organization provides as much ongoing training as I need	87%	2%	89%	87%	0%	87%		
This organization provides the technology, equipment and resources I need to do my job well	93%	1%	94%	92%	1%	93%		
The computer or other hardware I use to do my job is dependable	96%	-3%	93%	88%	8%	96%		
The software and program applications I use to do my job are adequate	94%	1%	95%	90%	4%	94%		
Technology issues are resolved in a timely manner	95%	-2%	93%	87%	8%	95%		
Technology issues affecting my work are communicated to me in a timely manner	96%	-1%	94%	88%	8%	96%		
This organization helps me pursue a career path that aligns with my skills and interests	87%	6%	93%	88%	-1%	87%		
This organization encourages me to develop professionally and/or acquire new skills	90%	4%	94%	89%	1%	90%		
If I do good work, I will be rewarded	80%	6%	87%	85%	-4%	80%		
Training, Development and Resources - AVERAGE	90%	1%	92%	88%	3%	90%		
PAY AND BENEFITS								
My pay is fair for the work I perform	82%	6%	88%	86%	-3%	82%		
Overall, I'm satisfied with this organization's benefits package	82%	10%	92%	88%	-6%	82%		
I'm satisfied with the amount of vacation (or Paid Time Off)	76%	9%	86%	85%	-6%	76%		
I'm satisfied with the sick leave policy	77%	9%	86%	89%	-12%	77%		
I'm satisfied with the amount of healthcare paid for	79%	9%	87%	88%	-6%	79%		
I'm satisfied with the dental benefits	82%	9%	91%	89%	-7%	82%		
I'm satisfied with the vision care benefits	84%	7%	91%	89%	-4%	84%		
I'm satisfied with the retirement plan benefits	86%	4%	90%	80%	7%	86%		
I'm satisfied with the life insurance benefits	82%	9%	91%	87%	-5%	82%		
I'm satisfied with the disability benefits	81%	9%	89%	84%	-3%	81%		
I'm satisfied with the tuition reimbursement benefits	70%	12%	83%	65%	5%	70%		
Pay and Benefits - AVERAGE	80%	9%	89%	84%	-4%	80%		
OVERALL ENGAGEMENT								
Overall, I am very satisfied with my employer	95%	3%	97%	95%	0%	95%		
Most days, I look forward to going to work	85%	4%	89%	90%	-5%	85%		
My job provides me with a sense of meaning and purpose	87%	6%	92%	92%	-5%	87%		
I am proud to work for this organization	93%	4%	96%	96%	-3%	93%		
I feel this organization has created an environment where I can do my best work	90%	4%	94%	86%	4%	90%		
I am willing to give extra effort to help this organization succeed	94%	4%	97%	97%	-3%	94%		
I plan to continue my career with this organization for at least two more years	89%	6%	94%	89%	-1%	89%		
I would recommend this organization's products/services to a friend	95%	2%	97%	98%	-3%	95%		
I would recommend working here to a friend	92%	3%	95%	92%	1%	92%		
Overall Engagement - AVERAGE	91%	4%	95%	93%	-2%	91%		
SURVEY AVERAGE								
	89%	3%	93%	91%	-1%	89%		

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