

Employee Opinion Survey Results

This Sample Shows Responses by Location

Prepared for:

Your Company

By

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1 - How well defined are the requirements and responsibilities of your job?

	Total	What is your location?			
		NYC	East Bay	US field	Outside the US
All answering	642	487	88	56	11
All answering	100%	100%	100%	100%	100%
How well defined are the requirements and responsibilities of your job?					
Extremely well defined	57 9%	37 8%	11 12%	8 14%	1 9%
Very well defined	269 42%	199 41%	40 45%	28 50%	2 18%
Somewhat well defined	233 36%	186 38%	22 25%	19 34%	6 55%
Not very well defined	64 10%	50 10%	12 14%	1 2%	1 9%
Not at all well defined	19 3%	15 3%	3 3%	0 0%	1 9%
Top 2	326 51%	236 48%	51 58%	36 64%	3 27%
Bottom 2	83 13%	65 13%	15 17%	1 2%	2 18%
All answering	642	487	88	56	11
Std Dev	0.9	0.9	1.0	0.7	1.0
Mean	3.4	3.4	3.5	3.8	3.1
Total	650 100%	492 100%	88 100%	56 100%	11 100%
Not Stated	8 1%	5 1%	0 0%	0 0%	0 0%

7 - Overall, how would you rate your satisfaction with your job at this time?

	Total	What is your location?			
		NYC	East Bay	US field	Outside the US
All answering	645	488	87	56	11
All answering	100%	100%	100%	100%	100%
Overall, how would you rate your satisfaction with your job at this time?					
Extremely satisfied	45 7%	24 5%	12 14%	9 16%	0 0%
Very satisfied	222 34%	157 32%	36 41%	24 43%	2 18%
Somewhat satisfied	264 41%	210 43%	28 32%	21 38%	5 45%
Not very satisfied	90 14%	75 15%	11 13%	2 4%	2 18%
Not at all satisfied	24 4%	22 5%	0 0%	0 0%	2 18%
Top 2	267 41%	181 37%	48 55%	33 59%	2 18%
Bottom 2	114 18%	97 20%	11 13%	2 4%	4 36%
All answering	645	488	87	56	11
Std Dev	0.9	0.9	0.9	0.8	1.0
Mean	3.3	3.2	3.6	3.7	2.6
Total	650 100%	492 100%	88 100%	56 100%	11 100%
Not Stated	5 1%	4 1%	1 1%	0 0%	0 0%

10_1 - How satisfied are you with each of the following aspects of working at THIS ORGANIZATION?

	Total	What is your location?			
		NYC	East Bay	US field	Outside the US
All answering	597	450	80	54	10
All answering	100%	100%	100%	100%	100%
Senior management					
Extremely satisfied	28 5%	13 3%	8 10%	5 9%	1 10%
Very satisfied	192 32%	134 30%	26 32%	28 52%	2 20%
Somewhat satisfied	259 43%	205 46%	33 41%	17 31%	4 40%
Not very satisfied	84 14%	70 16%	7 9%	4 7%	3 30%
Not at all satisfied	34 6%	28 6%	6 8%	0 0%	0 0%
Top 2	220 37%	147 33%	34 42%	33 61%	3 30%
Bottom 2	118 20%	98 22%	13 16%	4 7%	3 30%
All answering	597	450	80	54	10
Std Dev	0.9	0.9	1.0	0.8	0.9
Mean	3.2	3.1	3.3	3.6	3.1
Total	650 100%	492 100%	88 100%	56 100%	11 100%
Does not apply	20 3%	17 3%	2 2%	1 2%	0 0%
Not Stated	33 5%	25 5%	6 7%	1 2%	1 9%

10_2 - How satisfied are you with each of the following aspects of working at THIS ORGANIZATION?

	Total	What is your location?			
		NYC	East Bay	US field	Outside the US -
All answering	628	480	81	55	9
All answering	100%	100%	100%	100%	100%
Your immediate supervisor					
Extremely satisfied	128 20%	74 15%	26 32%	27 49%	0 0%
Very satisfied	266 42%	213 44%	30 37%	18 33%	4 44%
Somewhat satisfied	143 23%	119 25%	13 16%	8 15%	2 22%
Not very satisfied	54 9%	46 10%	6 7%	0 0%	2 22%
Not at all satisfied	37 6%	28 6%	6 7%	2 4%	1 11%
Top 2	394 63%	287 60%	56 69%	45 82%	4 44%
Bottom 2	91 14%	74 15%	12 15%	2 4%	3 33%
All answering	628	480	81	55	9
Std Dev	1.1	1.0	1.2	1.0	1.1
Mean	3.6	3.5	3.8	4.2	3.0
Total	650 100%	492 100%	88 100%	56 100%	11 100%
Does not apply	3 0%	1 0%	1 1%	0 0%	1 9%
Not Stated	19 3%	11 2%	6 7%	1 2%	1 9%

This sample report shows just a few pages from a typical crosstab data report. A complete report would show a table for each question/statement in your survey and allows you the ability to "drill-down" or "roll-up" data based on your demographics and compare results to the total, easily highlighting areas of concern.

How to Read Cross-Tabulations

Cross-tabulations represent a simple-to-understand yet powerful tool for data analysis because they provide the ability to examine the responses to one question in relation to the responses to one or more other questions. Insightlink employee survey cross-tabulations are normally set up in columns, which include both the raw numbers of employees answering each question and percentages computed on the basis of the column total. However, although “Not Stated” or “Does Not Apply” results are shown for each column, they are NOT included in the calculation of the percentages. In other words, all percentages reflect only the number of employees who answered the question. The “all answering” base size is indicated for each column following the “Not Stated” results. (Ignore the percentages shown for anything marked “Not Stated”).

The total column shows the results for all employees who participated in the study and, to its right, are columns which represent various factors such as departments and other organizational characteristics that are useful ways of looking at the results of the study. These results are then shown as the rows of the table. This approach permits easy comparisons of the similarities and differences between departments in an organization or, for example, how the employees in each of Insightlink’s Loyalty Matrix segments respond to each question in the survey.

For most questions, the results shown in the tables include the findings for each of the scale rating points. However, at times, “summary tables” are generated which show only parts of the scale, such as those total number of employees rating an attribute as “extremely” and “very important” or agreeing both “strongly” and “somewhat” that a particular statement describes the company.

All Insightlink cross-tabulations include a calculation of the standard deviation. This is a statistic which calculates how tightly answers are clustered around the mean. When answers are grouped together close to the mean, the standard deviation will be small. When answers are spread more widely apart (i.e., show more variation), the standard deviation will be relatively large.

Finally, the weighted mean is also included in Insightlink cross-tabulations. Since most questions are rated on a 5-point scale, the mean summarizes the average score across all employees answering the question with “not stated” and “does not apply” responses removed and with “1” representing a low score and “5” representing a high score.