

Employee Demographic Report 2017

Prepared for: XYZ Company

Best Companies Group

	OVERALL		LENGTH OF SERVICE					GENERATION					GENDER		ETHNIC BACKGROUND						STATUS		JOB ROLE						DEPARTMENT												
	% Agreement	% Disagreement	Less than one year	One year to less than two years	Two years to less than five years	Five years to less than ten years	Ten years or more	Generation Z (Born after 1997)	The Millennial Generation (Born 1981 to 1997)	Generation X (Born 1965 to 1980)	The Baby Boomer Generation (Born 1946 to 1964)	The Silent Generation (Born 1928 to 1945)	The Greatest Generation (Born before 1928)	Female	Male	Black or African-American	Asian	White or Caucasian	Hispanic or Latino	Native American (not Pacific Islander)	Pacific Islander	Bi-Racial or Multi-Racial	Full-Time	Part-Time	Executive/VP/Regional	Manager/Assistant Manager	Specialist	Non-exempt Associate	Other	Executive/Senior Management	Marketing/Business Development	Accounting	Human Resources	Member Services	Lending	Finance/Risk Management	IT	Administration	Operations	Other	
Total number of responses: 255																																									
LEADERSHIP AND PLANNING																																									
I understand the long-term strategy of this organization	87	8	94	82	90	87	90	0	93	88	87	x	0	0	87	92	100	x	90	x	0	0	x	87	x	80	79	98	84	87	90	x	79	x	85	x	100	89	85	92	94
I have confidence in the leadership of this organization	80	10	90	74	83	73	100	0	83	81	76	x	0	0	78	89	80	x	85	x	0	0	x	80	x	90	58	93	79	78	82	x	70	x	83	x	100	89	87	64	88
The leaders of this organization care about their employees' well being	80	12	88	77	72	77	100	0	79	79	80	x	0	0	80	82	80	x	82	x	0	0	x	80	x	90	63	88	78	82	76	x	65	x	85	x	86	78	82	88	94
Senior leaders live the core values of the organization	82	9	82	84	79	83	90	0	79	84	83	x	0	0	83	86	80	x	85	x	0	0	x	82	x	90	67	88	76	87	89	x	64	x	83	x	100	78	82	84	88
There is adequate planning of departmental objectives	64	21	73	64	53	65	80	0	55	60	69	x	0	0	62	68	80	x	66	x	0	0	x	63	x	80	50	74	63	61	69	x	53	x	70	x	86	89	59	44	76
There is adequate follow-through of departmental objectives	66	18	81	60	59	67	90	0	69	63	67	x	0	0	68	70	80	x	69	x	0	0	x	66	x	70	46	77	68	63	66	x	58	x	72	x	86	78	67	52	82
The leaders of this organization are open to input from employees	78	14	85	74	74	81	100	0	72	79	80	x	0	0	80	80	80	x	80	x	0	0	x	78	x	90	71	88	76	76	79	x	67	x	80	x	100	78	79	80	82
Leadership and Planning - AVERAGE	77	13	85	74	73	76	93	0	76	76	77	x	0	0	77	81	83	x	80	x	0	0	x	77	x	83	62	86	75	76	79	x	65	x	80	x	94	83	77	72	87
CORPORATE CULTURE AND COMMUNICATIONS																																									
This organization/value corporate communications are frequent enough	84	9	90	82	81	77	100	0	83	84	80	x	0	0	81	88	100	x	83	x	0	0	x	84	x	100	79	89	84	80	87	x	70	x	85	x	100	89	87	84	88
This organization/value corporate communications are detailed enough	82	10	90	81	78	77	100	0	90	80	81	x	0	0	77	90	100	x	82	x	0	0	x	82	x	90	79	89	82	78	89	x	67	x	80	x	100	89	90	68	88
I have a good understanding of how this organization is doing financially	73	14	77	64	70	81	90	0	69	74	76	x	0	0	69	76	40	x	73	x	0	0	x	73	x	90	75	82	68	70	76	x	70	x	65	x	100	78	71	76	82
I can trust what this organization tells me	76	11	77	73	79	75	100	0	76	76	76	x	0	0	74	83	80	x	78	x	0	0	x	77	x	80	67	89	75	72	73	x	60	x	80	x	86	89	85	76	88
This organization treats me like a person, not a number	82	13	79	81	84	79	100	0	79	81	83	x	0	0	79	89	80	x	83	x	0	0	x	82	x	90	75	95	78	80	76	x	72	x	87	x	100	89	90	84	88
This organization gives me enough recognition for work that is well done	70	20	75	66	71	63	100	0	69	65	78	x	0	0	71	73	80	x	70	x	0	0	x	70	x	70	50	82	67	70	61	x	51	x	76	x	86	78	82	72	82
Staffing levels are adequate to provide quality products/services	54	30	77	51	50	42	50	0	66	50	50	x	0	0	54	58	80	x	56	x	0	0	x	54	x	50	42	56	57	55	56	x	40	x	52	x	86	78	59	40	65
Quality is a top priority with this organization	72	19	85	70	66	67	80	0	90	68	67	x	0	0	68	80	100	x	74	x	0	0	x	71	x	80	58	72	78	70	71	x	58	x	80	x	86	89	82	48	76
Safety is a top priority with this organization	85	2	91	80	79	87	100	0	93	85	79	x	0	0	90	83	100	x	86	x	0	0	x	85	x	80	67	88	91	86	83	x	71	x	90	x	100	83	92	89	88
I believe there is a spirit of cooperation within this organization	85	6	88	79	86	87	100	0	86	85	87	x	0	0	85	88	100	x	85	x	0	0	x	85	x	100	75	89	86	85	85	x	72	x	91	x	100	89	90	80	88
My employer enables a culture of diversity	86	7	88	85	84	90	100	0	90	85	85	x	0	0	85	88	100	x	87	x	0	0	x	86	x	90	100	93	84	79	94	x	77	x	93	x	100	89	82	76	82
I like the people I work with at this organization	98	2	98	97	96	98	100	0	90	99	98	x	0	0	98	96	100	x	97	x	0	0	x	98	x	100	92	100	99	97	98	x	91	x	98	x	100	100	100	100	100
At this organization, employees have fun at work	88	6	88	85	91	87	100	0	90	88	89	x	0	0	86	94	100	x	89	x	0	0	x	88	x	100	83	96	86	85	92	x	72	x	89	x	100	89	90	92	94
I feel I can express my honest opinions without fear of negative consequences	81	13	85	79	79	79	100	0	76	81	78	x	0	0	84	82	80	x	83	x	0	0	x	81	x	100	63	93	84	79	79	x	72	x	89	x	86	89	79	80	88
Changes that may affect me are communicated to me prior to implementation	67	23	81	68	60	58	90	0	62	64	74	x	0	0	66	70	80	x	68	x	0	0	x	67	x	80	54	82	70	57	66	x	60	x	74	x	86	78	62	52	88
Corporate Culture and Communications - AVERAGE	79	12	85	76	77	76	94	0	80	78	79	x	0	0	78	83	88	x	80	x	0	0	x	79	x	84	71	87	79	76	79	x	67	x	82	x	94	86	83	74	86
ROLE SATISFACTION																																									
I like the type of work that I do	85	8	81	82	90	90	100	0	76	84	91	x	0	0	87	89	80	x	87	x	0	0	x	85	x	70	75	96	83	85	82	x	72	x	96	x	100	89	82	92	88
I am given enough authority to make decisions I need to make	86	8	85	82	85	92	100	0	86	85	89	x	0	0	88	87	80	x	87	x	0	0	x	86	x	80	75	93	89	83	87	x	70	x	87	x	86	89	95	88	82
I believe my job is secure	87	7	83	85	84	94	100	0	86	87	85	x	0	0	88	88	60	x	88	x	0	0	x	87	x	90	83	96	83	85	87	x	77	x	87	x	86	100	92	92	82
Deadlines at this organization are realistic	70	18	80	70	66	63	90	0	82	68	65	x	0	0	68	77	100	x	73	x	0	0	x	70	x	78	61	77	72	67	74	x	58	x	67	x	100	89	74	52	82
I feel I am valued in this organization	78	10	75	71	83	79	100	0	69	75	81	x	0	0	77	81	80	x	78	x	0	0	x	78	x	60	63	95	72	78	73	x	67	x	80	x	100	78	82	80	88
I feel part of a team working toward a shared goal	87	8	85	84	84	92	100	0	83	85	85	x	0	0	87	90	80	x	87	x	0	0	x	87	x	80	79	98	84	86	89	x	72	x	89	x	100	89	90	92	94
I am able to maintain a reasonable balance between work and my personal life	77	15	88	74	69	77	90	0	83	75	72	x	0	0	79	77	80	x	78	x	0	0	x	77	x	80	67	77	80	76	73	x	65	x	83	x	100	89	79	76	88
My job makes good use of my skills and abilities	80	10	75	74	88	87	100	0	66	77	89	x	0	0	79	88	100	x	81	x	0	0	x	81	x	40	71	95	75	84	74	x	67	x	87	x	100	89	79	88	88
I have a clear understanding of my job role	87	9	96	86	81	87	100	0	93	88	83	x	0	0	88	88	100	x	88	x	0	0	x	87	x	90	83	95	87	85	90	x	72	x	93	x	86	89	96	80	85
I understand the importance of my role to the success of the organization	87	5	88	82	86	92	100	0	83	88	83	x	0	0	84	92	100	x	86	x	0	0	x	87	x	90	83	96	84	90	x	74	x	93							

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Total number of responses: 255			52	73	58	52	10	0	75	103	62	4	0	117	113	5	2	203	3	0	0	0	232	3	10	24	57	76	87	62	1	43	4	46	1	7	9	39	25	17			
TRAINING, DEVELOPMENT AND RESOURCES																																											
This organization provided as much initial training as I needed	53	34	69	45	48	48	88	0	52	49	60	x	0	53	55	80	x	55	x	0	0	x	52	x	80	33	58	49	55	42	x	x	x	67	x	86	67	54	44	65			
This organization provides as much ongoing training as I need	64	25	77	60	59	60	70	0	69	62	61	x	0	64	68	80	x	67	x	0	0	x	63	x	70	46	72	66	61	58	x	x	x	74	x	86	78	72	48	71			
This organization provides the technology, equipment and resources I need to do my job well	89	5	88	88	93	85	100	0	86	92	81	x	0	86	94	80	x	90	x	0	0	x	89	x	90	79	95	88	90	95	x	x	x	87	x	100	89	95	84	88			
The computer or other hardware I use to do my job is dependable	96	3	96	96	97	96	100	0	93	96	98	x	0	97	97	80	x	98	x	0	0	x	96	x	100	92	100	93	98	95	x	x	x	100	x	100	89	97	100	100			
The software and program applications I use to do my job are adequate	86	9	87	79	86	96	90	0	86	88	83	x	0	87	90	80	x	88	x	0	0	x	86	x	90	83	93	79	89	89	x	x	x	83	x	100	89	90	100	88			
Technology issues are resolved in a timely manner	84	7	88	78	79	88	100	0	86	84	85	x	0	84	87	80	x	85	x	0	0	x	83	x	90	83	88	79	84	82	x	x	x	89	x	100	89	85	80	88			
Technology issues affecting my work are communicated to me in a timely manner	88	8	87	85	91	88	100	0	90	91	83	x	0	89	89	80	x	90	x	0	0	x	88	x	80	92	95	88	84	89	x	x	x	87	x	100	100	90	96	88			
I understand what is expected for career advancement	65	24	73	53	69	73	80	0	72	66	69	x	0	60	77	80	x	67	x	0	0	x	65	x	80	50	86	59	61	69	x	x	x	72	x	86	78	67	63	76			
I am encouraged to explore growth or advancement opportunities within the organization	73	13	82	69	71	71	90	0	76	75	70	x	0	69	79	80	x	74	x	0	0	x	73	x	100	71	84	70	67	77	x	x	x	82	x	86	89	67	63	71			
There is room for me to advance at this organization	80	11	90	75	78	81	80	0	86	81	72	x	0	77	85	100	x	82	x	0	0	x	80	x	78	75	93	80	74	87	x	x	x	85	x	100	89	85	80	82			
I trust that if I do good work, I will be considered for a promotion	72	18	84	63	78	65	100	0	79	72	69	x	0	73	76	80	x	75	x	0	0	x	72	x	56	58	88	74	67	76	x	x	x	76	x	86	89	72	60	88			
Training, Development and Resources - AVERAGE	77	14	84	72	77	77	91	0	80	78	76	x	0	76	82	82	x	79	x	0	0	x	77	x	83	69	86	75	75	78	x	x	x	82	x	94	86	79	74	82			
PAY AND BENEFITS																																											
My pay is fair for the work I perform	62	27	73	52	62	60	100	0	55	53	76	x	0	63	65	40	x	64	x	0	0	x	62	x	50	63	67	45	74	44	x	x	x	70	x	100	67	59	84	88			
Overall, I'm satisfied with this organization/value benefits package	77	11	90	75	74	71	100	0	86	74	76	x	0	77	81	100	x	79	x	0	0	x	78	x	90	70	82	75	77	77	x	x	x	78	x	100	89	85	68	82			
I'm satisfied with the amount of vacation (or Paid Time Off)	86	6	88	84	86	90	90	0	83	87	89	x	0	88	85	100	x	89	x	0	0	x	86	x	80	79	96	81	86	89	x	x	x	89	x	100	100	79	88	94			
I'm satisfied with the sick leave policy	84	6	88	78	87	88	89	0	75	84	86	x	0	88	80	75	x	86	x	0	0	x	84	x	67	78	90	79	87	83	x	x	x	84	x	100	100	76	92	100			
I'm satisfied with the amount of healthcare paid for	81	9	92	77	82	75	100	0	81	84	75	x	0	81	83	100	x	83	x	0	0	x	82	x	67	73	91	84	76	83	x	x	x	80	x	100	100	87	67	100			
I'm satisfied with the dental benefits	75	10	81	76	73	69	89	0	74	76	73	x	0	77	75	100	x	78	x	0	0	x	75	x	33	75	89	70	74	71	x	x	x	79	x	100	89	76	63	94			
I'm satisfied with the vision care benefits	81	5	91	79	82	70	88	0	78	82	72	x	0	78	83	100	x	81	x	0	0	x	81	x	70	79	89	83	74	78	x	x	x	80	x	100	100	86	57	100			
I'm satisfied with the retirement plan benefits	74	12	78	71	78	65	100	0	86	76	62	x	0	71	82	100	x	76	x	0	0	x	74	x	78	67	85	74	69	67	x	x	x	80	x	100	100	78	57	81			
I'm satisfied with the life insurance benefits	85	2	90	82	82	84	100	0	90	86	79	x	0	81	88	100	x	85	x	0	0	x	85	x	80	87	89	85	81	80	x	x	x	78	x	100	100	92	78	100			
I'm satisfied with the disability benefits	83	3	92	77	80	84	100	0	86	85	76	x	0	78	88	100	x	83	x	0	0	x	83	x	80	87	87	82	79	80	x	x	x	77	x	100	100	89	74	100			
I'm satisfied with the tuition reimbursement benefits	69	8	80	62	69	65	100	0	57	69	72	x	0	66	74	100	x	70	x	0	0	x	69	x	44	59	87	69	63	63	x	x	x	59	x	100	100	84	53	93			
Pay and Benefits - AVERAGE	78	9	86	74	78	75	96	0	77	78	76	x	0	77	80	92	x	80	x	0	0	x	78	x	67	74	87	75	76	74	x	x	x	78	x	100	95	81	71	94			
OVERALL ENGAGEMENT																																											
Overall, I am very satisfied with my employer	89	6	90	84	90	94	100	0	86	88	93	x	0	89	93	100	x	90	x	0	0	x	89	x	90	88	98	83	89	87	x	x	x	96	x	100	89	92	92	88			
Most days, I look forward to going to work	75	13	79	77	74	65	100	0	69	73	74	x	0	73	83	80	x	75	x	0	0	x	75	x	90	63	84	72	75	73	x	x	x	85	x	86	67	77	64	82			
My job provides me with a sense of meaning and purpose	74	15	69	68	74	83	100	0	66	72	80	x	0	74	81	80	x	75	x	0	0	x	74	x	50	75	84	68	76	69	x	x	x	76	x	86	67	74	80	82			
I am proud to work for this organization	87	5	87	84	86	90	100	0	86	86	87	x	0	85	92	80	x	88	x	0	0	x	87	x	90	83	95	86	85	89	x	x	x	89	x	86	89	95	80	88			
I feel this organization has created an environment where I can do my best work	78	11	81	74	78	77	100	0	79	79	72	x	0	76	86	80	x	79	x	0	0	x	78	x	90	63	93	76	74	81	x	x	x	80	x	86	78	79	72	88			
I am willing to give extra effort to help this organization succeed	93	3	94	93	91	94	100	0	90	92	98	x	0	93	96	100	x	94	x	0	0	x	93	x	80	96	98	89	94	90	x	x	x	96	x	100	89	92	96	100			
I plan to continue my career with this organization for at least two more years	83	7	85	75	83	90	100	0	86	80	80	x	0	82	90	100	x	84	x	0	0	x	83	x	80	79	93	80	81	82	x	x	x	87	x	86	89	90	76	88			
I would recommend this organization/value products/services to a friend	83	6	84	82	79	83	100	0	86	80	83	x	0	83	89	80	x	85	x	0	0	x	83	x	80	75	91	83	81	82	x	x	x	91	x	86	89	86	72	88			
I would recommend working here to a friend																																											