

# Employer of Choice Award

Standard + Benchmark Report  
ABC Company





## Company/Benchmark Report for: ABC Company Inc.

1	Executive Summary
2	Data Summary
3	Statement Scores (Strongly Agree + Moderately Agree)
4	Statement Scores (Strongly Disagree + Moderately Disagree)
5	Graphical Summary
6	Comparative Summary
7	Verbatim Commentary
8	Plan for Continuous Improvement Form

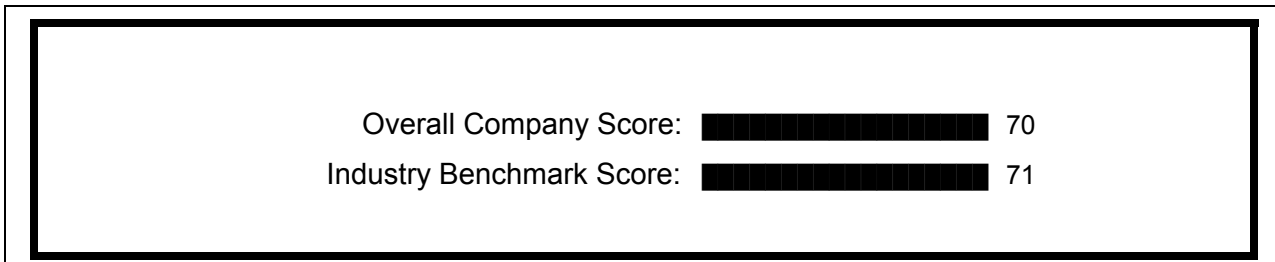


# Data Summary

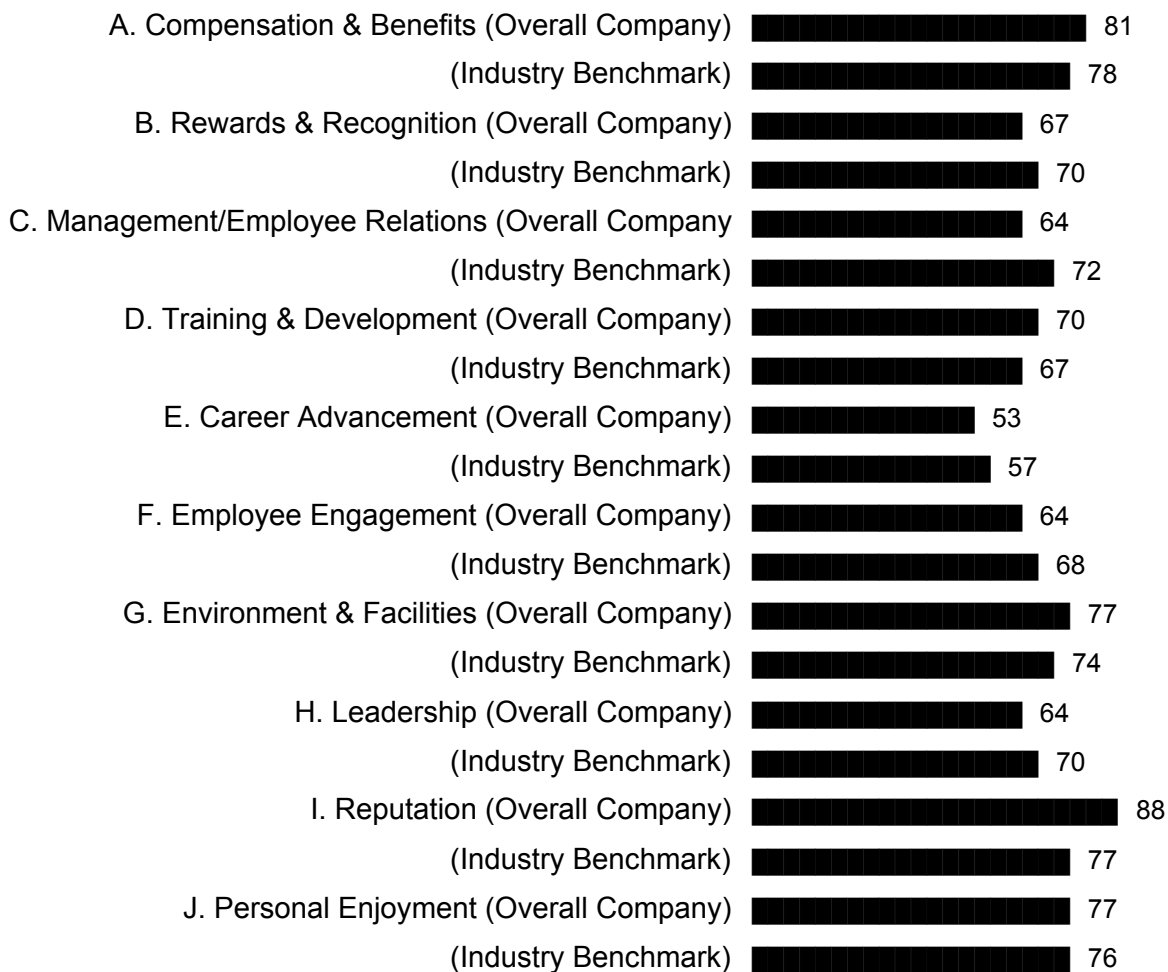


## Score Summary

Total surveys completed (Overall Company): 306



## Section Summary





## Top 5 Scoring Items

(Strongly Agree + Moderately Agree)

Rank	Score	Statement
1	97	Strives to build a positive public image.
2	91	Is known for providing excellent customer service.
3	89	Provides a safe/healthy working environment.
3	89	Puts effort into supporting community initiatives.
3	89	I feel good about our company's products and services.

## Bottom 5 Scoring Items

(Strongly Disagree + Moderately Disagree)

Rank	Score	Statement
1	35	Involves employees in decisions that impact them.
2	32	Proactively discusses career advancement plans with employees.
3	30	Regularly solicit feedback from employees and act on the results.
4	29	Financially supports continuing education.
5	23	Allows sufficient time for coaching.



## **Statement Scores (Strongly Agree + Moderately Agree)**

# Statement Scores

ABC Company Inc.



Top Five scoring items taken from this list.

Rank	Score	Responses	Statement (Strongly Agree + Moderately Agree)
1	97	304	39. Strives to build a positive public image.
2	91	304	36. Is known for providing excellent customer service.
3	89	305	28. Provides a safe/healthy working environment.
3	89	304	38. Puts effort into supporting community initiatives.
3	89	305	41. I feel good about our company's products and services.
4	85	305	42. I am proud to be working here.
5	84	305	43. I would recommend working here to a friend.
6	83	299	2. Provides a good health & benefits plan.
7	82	298	13. Provides a thorough orientation process.
8	80	301	24. Supports diversity in the workplace.
8	80	305	35. Truly understand the needs of the customer.
9	79	305	29. Provides up-to-date technology for me to do my job effectively.
9	79	304	1. Pays a competitive wage/salary for my position.
9	79	305	11. Treats employees with respect.
10	77	305	21. Encourages a supportive team culture.
11	76	295	37. Is concerned about the environment.
12	74	305	40. My company encourages fun and enjoyment.
12	74	304	31. Effectively communicate corporate goals and vision.
13	72	304	6. Has performance expectations that are challenging yet attainable.
14	71	305	4. Uses positive reinforcement and recognition.
14	71	300	27. Provides a pleasant physical working environment.
15	70	305	18. Has clear job descriptions outlining roles and responsibilities.
15	70	304	15. Conducts regular performance reviews with action plans for improvement.
15	70	295	44. I am not looking for another job outside the organization.
16	68	304	30. Provides convenience amenities so I can better manage my time.
16	68	304	14. Provides ongoing and relevant training.
17	66	304	8. Helps me understand the impact my work has on corporate objectives.
18	65	305	7. Encourages creativity to solve problems.
19	64	303	26. Provides me support to help manage stress.
19	64	305	9. Practices open and honest communications.
20	63	304	19. Provides tools and support to help employees manage their careers.
20	63	305	5. Provides motivating incentives and bonuses.
21	62	305	3. Recognizes employees for their contributions.
22	61	305	23. Values employees' contribution to the company.
22	61	305	33. Show a genuine concern for employee well-being.
23	60	302	16. Allows sufficient time for coaching.
24	59	305	45. Management is supportive of my personal passions and goals.
24	59	304	34. Acknowledge and are supportive of employees in my department.
25	58	305	25. Inspires me to do my best everyday.
25	58	304	12. Supports a realistic work/life blend.
26	53	305	10. Is consistent and fair.
27	48	305	32. Regularly solicit feedback from employees and act on the results.
28	41	304	22. Involves employees in decisions that impact them.
28	41	305	20. Proactively discusses career advancement plans with employees.
29	34	260	17. Financially supports continuing education.



# Graphical Summary





# Overall Graphical Summary

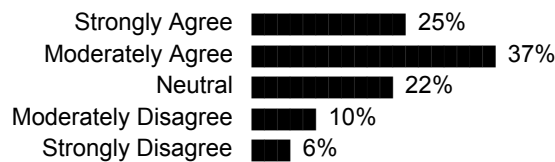
Number of Surveys: 306

## Rewards & Recognition

### My Company...

	Strongly Agree	Moderately Agree	Responses
Recognizes employees for their contributions.	62%		305
Uses positive reinforcement and recognition.	71%		305
Provides motivating incentives and bonuses.	63%		305
Has performance expectations that are challenging yet attainable.	72%		304

### 3. Recognizes employees for their contributions.

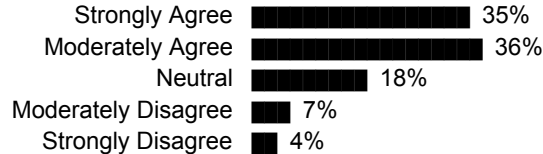


Valid Responses: 305

(Not Applicable 0%)

Responses: 306

### 4. Uses positive reinforcement and recognition.

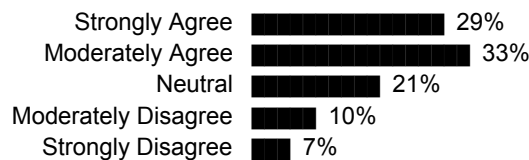


Valid Responses: 305

(Not Applicable 0%)

Responses: 306

### 5. Provides motivating incentives and bonuses.



Valid Responses: 305

(Not Applicable 0%)

Responses: 306



# Comparative Benchmark Summary

**1. Pays a competitive wage/salary for my position.**



	Strongly Agree + Agree	Strongly Agree	Moderately Agree	Neutral	Moderately Disagree	Strongly Disagree	Mean	Valid Responses	Not Applicable	Responses
Industry Benchmark	74%	32%	41%	12%	10%	5%	3.87	715	0%	717
Overall Company	79%	38%	41%	10%	8%	3%	4.04	304	1%	306



# Verbatim Commentary



## 46. How could our company improve to be an even better place to work?

---

Better long term incentive plans for employees that are here past 5 years.

---

a schedule that actually has some logic to it

---

- more training
  - hire the proper amount of people to assist our customer bases
- 

Follow through with what is promised to employees ex. raises and bonuses

---

practice what is preached  
follow through in what is consistently promised...

---

Listen to the people who work here. Treat them better. Have each department do their job instead of putting them on the phone and then their department gets behind and we get yelled at for being behind. Treat people better, we are not robots. We have lives and families and things come up in live. Reward great workers and great ideas. Stop beating everyone down with trying to make them jack or all trades master of none.

---

- Recognize and reward employees who go above and beyond their duties/responsibilities.
  - More leisure facilities
  - Implement raises based on tenure (increase hourly rate every few months to make up for inflation) rather than a fixed pay based on your position with no raises
  - Implement individual bonus system to reward employees who have better stats than others
- 

More colour to the walls....

---

Communicated new products/process changes to employees before the online community of customers.

---

With better communication from top brass to frontline,not posting in social media and leaving employees to pick up pieces without training. Comparable wages for managers.be proactive not reactive.

---