

## Survey Overview

## Finance

Survey Period: Jun 12 to Jun 23, 2020

Survey Method: Online

Total Employees: 12

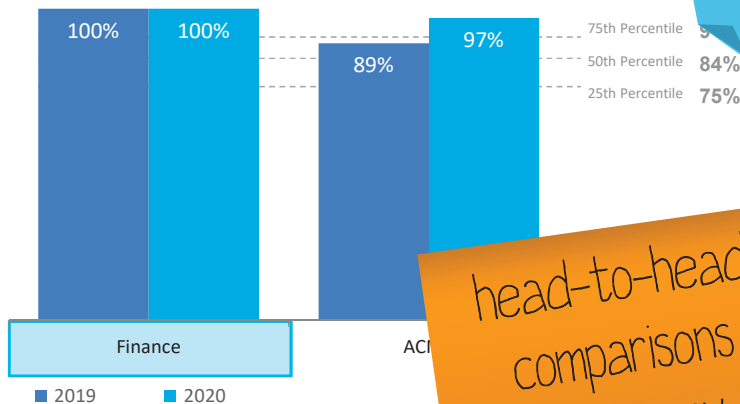
Total Surveys: 12

to provide management with insights  
employees across all of the leading indicators  
ment and retention.

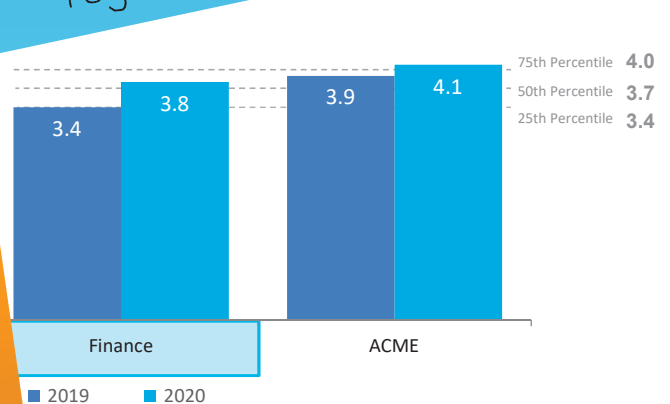
questionnaire was implemented with a  
Strongly Disagree to (5) Strongly Agree.  
comparison, overall averages were  
tion within the survey.

summary report  
provided for all  
managers,  
segments and  
regions

## Participation Rate



## Average



head-to-head  
comparisons  
for every  
manager

## Finance

## TOP Performing Areas

		2020 % 4/5	Avg.	Avg.
# 22	I know what is expected of me at work	92%	4.6	3.2
# 32	My manager is a role model for hard work and quality execution	100%	4.5	4.5
# 23	I have the decision making authority I need to do my job effectively	67%	4.5	3.5
# 18	Management keeps me informed about matters that affect my work	83%	4.5	4.2
# 16	My job is an important contributor to the overall mission and purpose	75%	4.5	3.6

## BOTTOM Performing Areas

		2020 %	2019 Avg.
# 29	ACME does a good job of retaining highly qualified employees	25%	2.6
# 36	There is a strong trust between the leadership team and employees	33%	2.8
# 42	At work, there is someone that encourages my personal development	42%	3.1
# 8	ACME does a good job of retaining highly qualified employees	25%	3.6
# 50	I have close personal connections at work	50%	2.7

manager  
specific  
Highs & Lows

## ACME Overall

## TOP Performing Areas

		2020 % 4/5	2020 Avg.	2019 Avg.
# 48	I am willing to give extra effort to help my company succeed	96%	4.5	4.5
# 49	I have a good working relationship with my direct manager	90%	4.4	4.2
# 16	My job is an important contributor to the overall mission and purpose	75%	4.4	4.2
# 5	ACME has a culture of inclusion	83%	4.4	4.2
# 34	My manager has a positive impact on my well-being	75%	4.4	4.1

## BOTTOM Performing Areas

		2020 %	2019 Avg.
# 29	ACME does a good job of retaining highly qualified employees	25%	3.1
# 44	Based on my skill-set and job performance, I am satisfied with my pay	63%	3.4
# 8	ACME does a good job of retaining highly qualified employees	63%	3.1
# 21	My workgroup receives high quality support from other units	62%	3.4
# 38	ACME offers me the necessary training to do my job well	69%	3.3

overall  
High & Low  
results for  
comparison

## Summary Results

Finance

### Employee Net Promoter Score (eNPS)

Employee Net Promoter Score provides a single metric that has proven to be highly correlated with all of the underlying themes within employee satisfaction, engagement and overall future corporate success.



**Detractors**

Scores from 0 – 6



**Passive Promoters**

Scores from 7 – 8

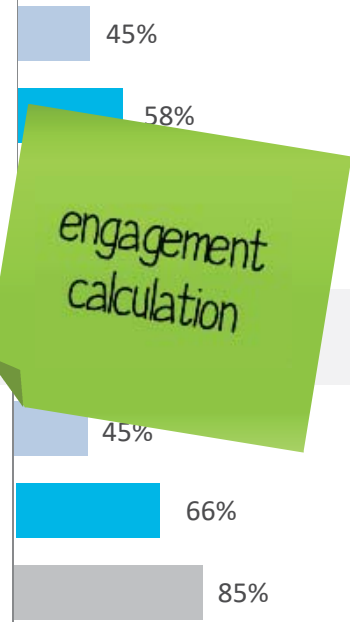
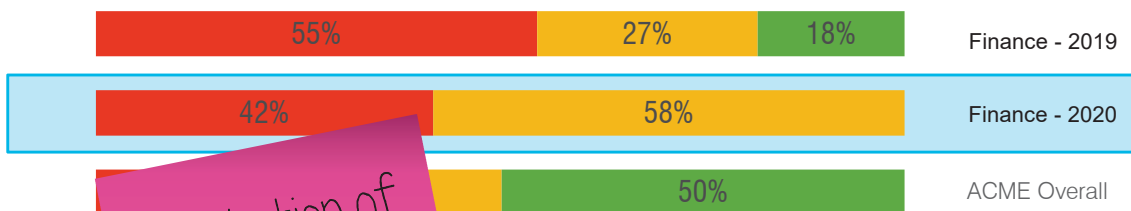


**Promoters**

Scores from 9 – 10

### Recommend as a Place to Work

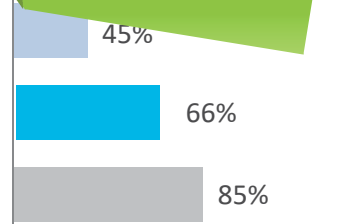
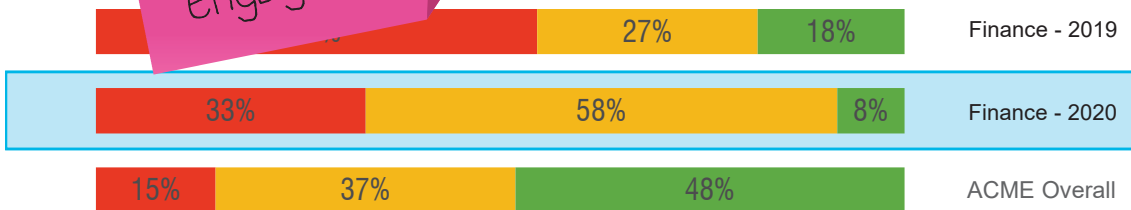
% Engaged  
(%Passives + %Promoters)



distribution of employee engagement

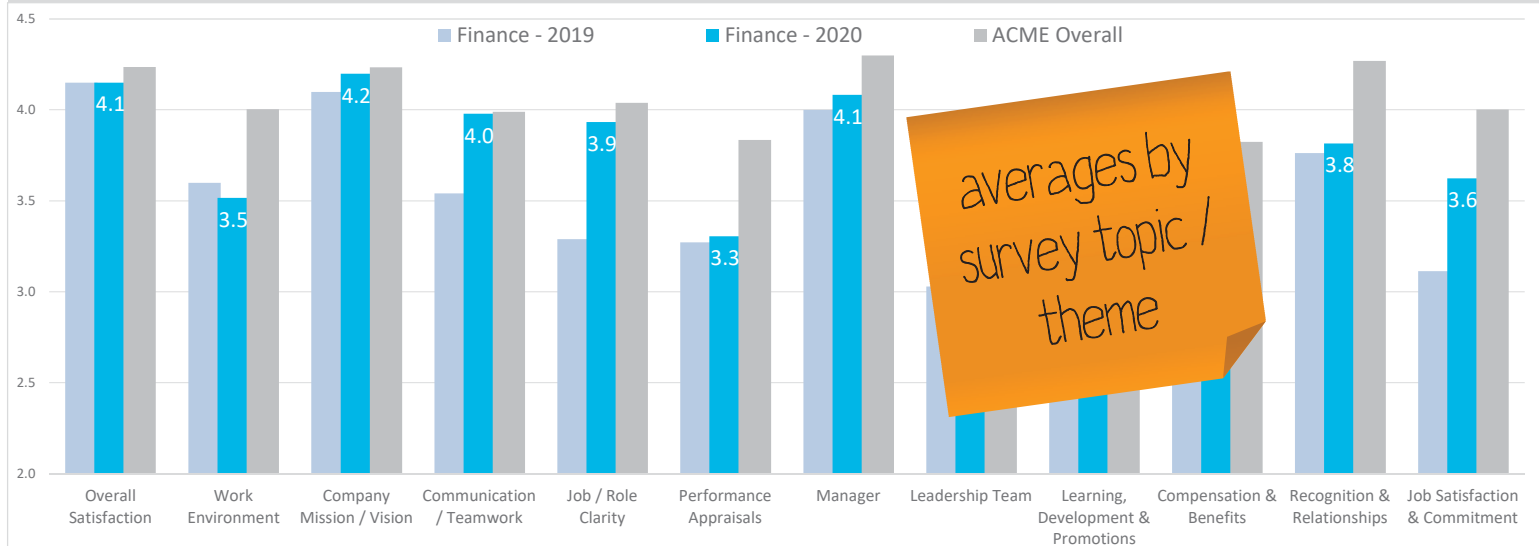
engagement calculation

### Additional Products & Services



### Section Averages

The section averages provide a general idea of employee feelings toward certain topics or themes. Questions were organized based on these sections.



averages by survey topic / theme

## Distribution Report

## Finance

● = Significantly Above Average  
● = Significantly Below Average

Comparison Vs.  
ACME Overall

## Distribution of Results

The chart below provides context by displaying the range of responses within your group.

	Finance	ACME Overall	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
<b>Overall Satisfaction</b>							
1 ACME is a good place to work	4.3	4.3	8%	51%		41%	
2 I am proud to work at ACME	4.3 ●	4.1		42%		46%	
3 Over the past year, ACME has improved for the better	3.9	4.0				24%	
4 I feel good about the long-term success of ACME	4.3	4.3				42%	
5 I believe ACME will act on the results of this survey	3.9	4.0				25%	
<b>Work Environment</b>							
6 Most days I look forward to coming to work	4.1	4.1				26%	
7 ACME does a good job of keeping the right employees	3.6	3.7		42%		16%	
8 ACME is a warm and friendly place to work	4.0	4.0				22%	
9 ACME values diversity among its employees	4.0	4.1				32%	
10 Employees are valued at ACME	4.0	4.0	4%	51%		25%	
<b>Quality &amp; Communication</b>							
11 My department has a good working environment	3.7	3.8	7%	8%	16%	45%	24%
12 My fellow employees are helpful	4.1	4.0	6%	9%	53%	31%	
13 My department is well managed	4.3	4.3	3%	5%	49%	44%	
14 I feel encouraged to do my best	4.1	4.0	8%	11%	44%	36%	
<b>Communication</b>							
15 There is someone to help me when I need it	3.9	4.0	3%	7%	16%	45%	24%
16 ACME keeps me informed of what is going on	3.6 ●	4.1	5%	12%		23%	
17 There is a strong communication between departments	4.0	4.1	6%	15%		7%	
18 There is a sense of teamwork and cooperation between departments	3.5	3.6	3%	12%		12%	
19 My team receives high quality support from other units	3.5	3.6	3%	12%		13%	
<b>Job/Role Clarity</b>							
20 I know what is expected of me at work	4.3	4.3	6%			36%	
21 I know how my job contributes to the success of ACME	4.3	4.3	5%			36%	
22 I have the decision making authority I need to do my job effectively	3.9	3.9	3%	4%	17%	50%	26%
23 The amount of work I am expected to do is reasonable	3.9	3.9	10%	14%	57%	19%	
24 I have the tools and resources I need to do my job well	3.8 ●	4.3	15%	12%	45%	27%	
25 At work, I have the opportunity to do what I do best every day	4.0	4.0	5%	17%	53%	25%	
<b>Performance Appraisals</b>							
26 Employee efforts and achievements are recognized at ACME	3.6	3.6	14%	25%	45%	15%	
27 I receive helpful feedback on my overall performance	3.7	3.7	3%	9%	27%	42%	19%
28 I receive regular/timely feedback on the quality of my work	3.4	3.6	5%	15%	25%	41%	14%
29 ACME works with employees to improve their performance	3.6	3.8	3%	11%	26%	46%	14%

compare scores  
against all  
other report  
segments

RED Light /  
GREEN Light to  
identify significant  
differences

performance  
distribution for  
all questions  
(1 - 5% results)