




Career Retention

Summarized Results for Group Survey

Interpretation of Results

The results for all properly completed surveys have been summarized and sorted in descending order of areas of the organization that require the greatest attention. Survey questions listed first are those in need of the greatest attention. The Favorable Rating provides an index that indicates the level of satisfaction survey participants feel toward the way this organization conducts business in areas described by the survey's twenty questions.

Definitions for Score Ranges

Color Code	Definition	Score Range
	Requires Immediate Attention	0% thru 50%
	Possible Concern	51% thru 75%
	Within Acceptable Limits	76% thru 100%

Processed Results

Career Retention Survey Group Results

Date: **02-Sep-01**
 Purpose: **Company-wide 2001 Annual evaluation survey**
 Responses: **9**

Career Retention Survey Questions	Pctg. Agree	Favorable Rating
9. There are too many policies, procedures and internal rules to follow.	78%	22%
14. Over the last six months I have looked for a job outside of our company.	78%	22%
5. I do not receive regular feedback regarding personal and group work efforts.	56%	44%
15. Favoritism is a problem in my work area.	56%	44%
17. This is a better place to work than last year.	56%	56%
6. I have confidence in the fairness of leadership above my immediate supervisor.	56%	56%
2. There is not enough cooperation between team members and other work groups.	33%	67%
3. There are opportunities for those who want to advance within the organization.	67%	67%
8. I have job security as long as I meet performance standards for my job.	78%	78%
1. My work is satisfying to me.	78%	78%
10. I have as much freedom as I need to do my job well.	78%	78%
12. I am proud to be associated with and employed by our company.	78%	78%
13. I am compensated fairly for the kind of work I do.	78%	78%
18. My career plans are being met through my employment here.	78%	78%
20. Our Insurance benefits are good compared to others in our industry.	89%	89%
7. Our retirement, (401k) plan, profit sharing etc. are acceptable	89%	89%
4. Environment and working conditions are acceptable	89%	89%
19. I have a clear understanding of what job standards are expected of me here.	89%	89%
16. Most fellow workers are in jobs that make good use of there skills and talents.	100%	100%
11. I have confidence in the leadership of my immediate supervisor.	100%	100%
Overall Favorable Rating		70%