

Nyhart Sample Survey

Executive Summary Report

Results For:
Total Organization

December 2007
Total Responses: 1228

Topic Area: Several questions make up a given topic area.

Average: The mean value of all responses to the questions with industry norms in this category on a scale of 1 to 5. 1=Most Negative, 5=Most Positive.

Five Highest Ranked Topics Compared to Industry Norms				Five Lowest Ranked Topics Compared to Industry Norms			
Rank	Topic	Avg	Pctile	Rank	Topic	Avg	Pctile
1)	Job Mobility	3.48	90%	1)	Benefits	3.27	21%
2)	Participation	3.32	73%	2)	Job Security	3.48	31%
3)	Communications	3.25	71%	3)	Work Conditions	3.54	31%
4)	Administration	3.47	65%	4)	Job Satisfaction	3.92	32%
5)		3.47	65%	5)	Evaluations	3.46	47%

Percentile Rank: 71% of the organizations in the normative database have mean values lower than 3.25 on this topic area.

Five Highest Ranked Questions Compared to Industry Norms				Five Lowest Ranked Questions Compared to Industry Norms			
Rank	Topic	Avg	Pctile	Rank	Topic	Avg	Pctile
1)	On most days, I can handle the amount of work I am expected to do.	3.83	100%	1)	I would really have to make a bad mistake to be removed from my present position.	3.36	12%
2)	My chances for advancement at this organization are good.	3.35	93%	2)	I am satisfied with this organization's employee benefit programs.	3.24	13%
3)	I feel that I have an adequate opportunity to transfer to other departments.	3.60	88%	3)	I am proud to work for this organization.	4.10	14%
4)	Communications among the shifts at this organization are good.	3.38	79%	4)	I am satisfied with this organization's retirement plan.	3.00	17%
5)	Administration does a good job	3.54	78%	5)	I am satisfied with this organization's health insurance plan.	3.04	17%

Percentile Rank: 17% of the organizations in the normative database have mean values lower than 3.00 on this statement.

Average: The mean value of all responses to this question on a scale of 1 to 5.

Hot Spots

Topic	Pct Pos	Pct Neg	Pct Neutral	Average
Salary	55.34%	27.60%	17.07%	3.27
Benefits	52.85%	26.27%	20.88%	3.27
Communications	49.06%	26.05%	24.90%	3.25

Hot spots are noted for Topic Areas with more than 25% negative responses.

Question: This is a statement to which respondents respond. 1=Disagree Strongly, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree.

Topic/Question background color indicates percentile ranking to comparison group.

