

Nyhart Sample Survey

Goal Setting Report

Department
Skilled Nursing

December 2007

Total Responses: 18

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

| Topic/Question | Group Average | Industry Percentile | Potential Target | | | | |
|----------------------------------------------------------------------------------|---------------|---------------------|------------------|-----------------|-----------------|-----------------|-----------------|
| | | | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile | 99th Percentile |
| Job Satisfaction | 4.15 | 67% | | | | | |
| I am proud to work for this organization. | 4.28 | 42% | 4.15 | 4.34 | 4.49 | 4.61 | 4.94 |
| My job is challenging and stimulating. | 4.29 | 84% | 3.86 | 4.20 | 4.36 | 4.71 | |
| I often go home after work with a feeling of satisfaction and accomplishment. | 4.29 | 75% | 3.48 | 3.72 | 3.88 | | |
| Peer Work Relations | 3.93 | 54% | | | | | |
| We have good communications among the people in my department. | 3.94 | 85% | 3.15 | 3.49 | 3.78 | 4.07 | 4.58 |
| The people I work with most are cooperative. | 4.06 | 47% | 3.88 | 4.08 | 4.28 | 4.45 | 4.86 |
| The people I work with work well together. | 3.78 | 28% | 3.74 | 3.98 | 4.19 | 4.40 | 4.67 |
| Supervisor/Manager | 4.13 | 88% | | | | | |
| Staffing schedules/vacation schedules are handled fairly at this organization. | 3.89 | N/A | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| My supervisor/manager gives me clear working instructions. | 4.17 | 81% | 3.68 | 3.91 | 4.10 | 4.32 | 4.75 |
| My supervisor/manager does a good job of handling employee complaints. | 4.33 | 99% | 3.08 | 3.42 | 3.70 | 3.96 | 4.40 |
| Communications between the supervisor/manager and employees in my area are good. | 4.22 | 95% | 3.24 | 3.58 | 3.83 | 4.06 | 4.67 |
| My supervisor/manager does a good job of running this department. | 4.22 | | 3.40 | 3.71 | 4.00 | 4.24 | 4.67 |
| My supervisor/manager does not play favorites. | 4.00 | 91% | 3.15 | 3.45 | 3.68 | 3.97 | 4.58 |

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

Percentile Rank: 56% of the organizations in the normative database have mean values lower than 3.86 on this topic area.

Target Score: Based on current industry norms, a score of 4.29 would be necessary in order to be in the 90th percentile of the industry.

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