



2016 Employee Survey For Company A

Benchmark Report against the Inspiring Benchmarking Database (All Organisations)

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Introduction

About the 2016 Employee Engagement Survey

Inspiring conducted a survey for the Company A to the purpose of gathering employee feedback for analysis. The survey was launched on 7th March 2016 and closed on 23rd March 2016.

This report should be read in conjunction with the Excel file of detailed analysis which is included as part of the reporting suite. The reporting tools provided within this suite are:

- Written report (including comparison to 2015 scores)
- Benchmark report (against Not for Profit industry scores)
- Benchmark report (against Organisations with 51 – 250 Employees industry scores)
- **Benchmark report (against Inspiring benchmarking database)**
- Dashboard
- Powerpoint presentation
- Excel spreadsheet with verbatim comments to enable filtering to department
- Excel spreadsheet of results allowing further analysis and manipulation of data.

How we calculate your survey scores

INSPIRING surveys use a weighted average called uniform distribution to give an overall index score for each question.

Uniform distribution is a recognised statistical device which allows for a consistent reporting format. This method enables us to calculate the degree of positivity and also reports the distribution of responses.

Explanation of benchmark scores

This report outlines how your organisations' survey results compare with Inspiring's benchmarking database of organisations who have undertaken an engagement survey that included 8 key engagement questions. The percentage of people who responded positively (i.e. who agreed or strongly agreed) to each question is used as the basis for comparison, and the report highlights:

- Your actual % positive score
- Using arrows, an at a glance view of your performance compared with the average organisation within our benchmarking database
- Your actual variance from the benchmark average
- The best result that any organisation in our benchmark database has achieved for this given question.

Benchmarking Results

	Your % Positive	Variance Actual + / -	Benchmark % Positive	Benchmark % Best
Overall Index Score	80.56%	↑ 3.43%	77.13%	88.47%
Working here inspires me to want to do the best job I can for the Organisation	78.78%	↑ 7.64%	71.14%	83.63%
I care about the future of the Organisation	88.37%	↑ 5.66%	82.71%	91.30%
I am committed to the success of the Organisation	87.66%	↑ 4.46%	83.20%	92.74%
I am always prepared to go the extra mile for the Organisation whenever I can	86.22%	↑ 4.37%	81.85%	91.73%
I am proud to work for this Organisation	79.67%	↑ 2.57%	77.10%	88.20%
I clearly understand what I am expected to achieve in my job	78.78%	↑ 1.13%	77.65%	90.32
I get a great deal of satisfaction from my job	73.98%	↑ 1.11%	72.87%	83.54%
If asked, I would recommend this Organisation to friends and family as a great place to work	71.02%	↑ 0.49%	70.53%	86.09%