

**Standard Report
For
Total Company results by Gender**

Employee Engagement Survey



**PERFORMANCE
PROGRAMS INC.**

assessment, awareness, action

Total Company Gender Report

Number Responding

Total Company	3,779
Male	70
Female	253

Reading Your Results

This report was designed to summarize the opinions made by individuals regarding the job and work environment of your organization. The information below describes how to read the results.

Above or on the previous page, you will find a summary of the total number of raters for each break out or perspective covered in this report. The number of response to specific themes and items will likely differ, since all people do not generally answer all items.

Section 1: Theme Summary – In this section we provide a summary of the themes or dimensions (sets of items) from the survey. Results are given for each break out or perspective covered in the report.

Section 2: Most Favorable / Most Unfavorable Item Ranking – In this section we present a listing of the 10 most favorable items (based on percent favorable) and the 10 most unfavorable items (based on the percent unfavorable) for each break out or perspective covered in the report.

Section 3: Item Detail – In this section you will find the item-by-item results arranged within the dimensions or themes.

Section 4: Survey Question Index – In this section you will find report page references for each item in the survey.

In Sections 1 through 3, you are provided with the total number of response to the theme or item. Next to the number of responses is a stacked bar chart to give you a quick way to view the results. The BLUE bar represents percent favorable, the WHITE bar represents neutral, and the RED bar represents percent unfavorable. Depending on your results, there may be any combination of these bars in your report. The PREDOMINANT VIEW of each group is represented by the LONGEST BAR.

In Section 3, in addition to the bar chart you have a frequency distribution showing the percentage of employees at each rating category. These individual percentages are combined into the summary ratings made in the bar chart. Note that due to rounding, the numbers in this frequency distribution and/or the numbers in the bar charts may not add up to exactly 100%.

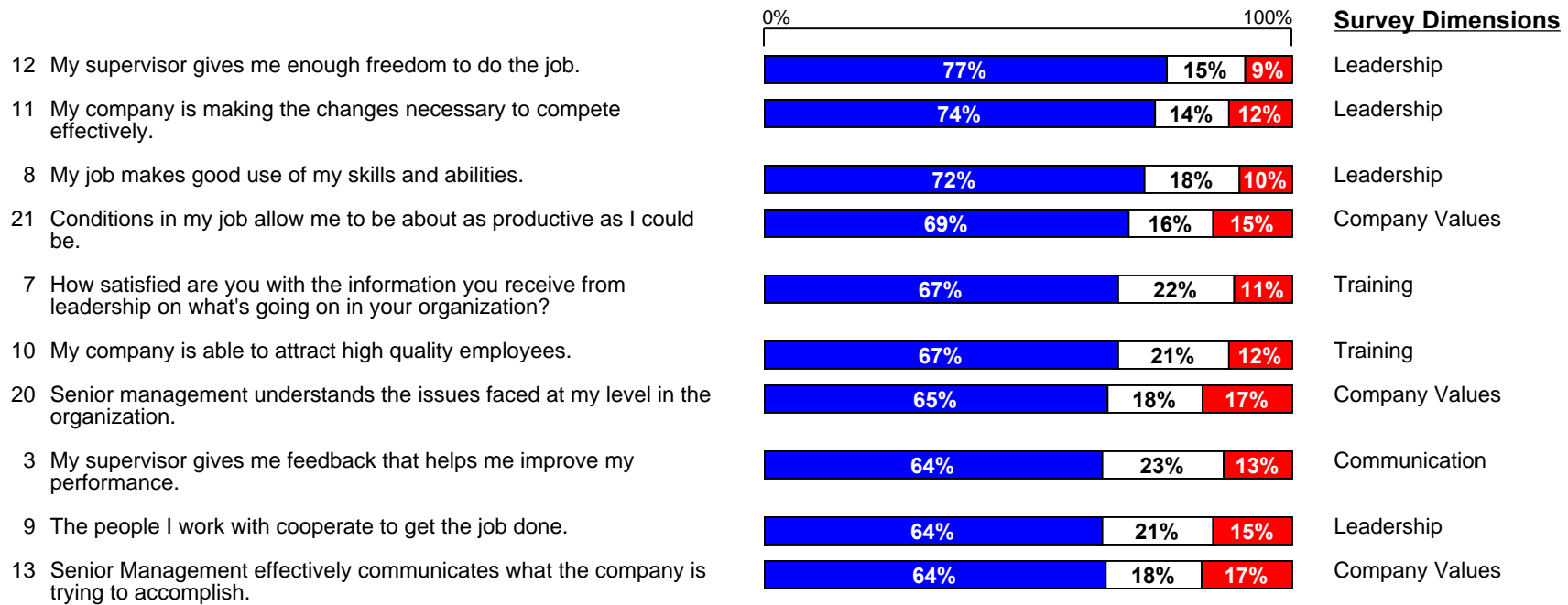
Total Company Gender Report

Themes	Number Responding	Percent Responding			
		■ Favorable	□ Neutral	■ Unfavorable	
Communication	Total Company	3,718	54%	30%	16%
	Male	68	63%	24%	14%
	Female	247	65%	24%	11%
Training	Total Company	3,735	52%	29%	19%
	Male	69	57%	27%	17%
	Female	249	61%	25%	14%
Leadership	Total Company	3,744	65%	21%	14%
	Male	69	69%	18%	13%
	Female	250	70%	19%	10%

Total Company Gender Report

Themes	Number Responding	Percent Responding		
		<input checked="" type="checkbox"/> Favorable	<input type="checkbox"/> Neutral	<input type="checkbox"/> Unfavorable
Company Values				
Total Company	3,737	60%	23%	17%
Male	69	59%	22%	19%
Female	251	65%	24%	12%

Highest Rated Questions for Total Company

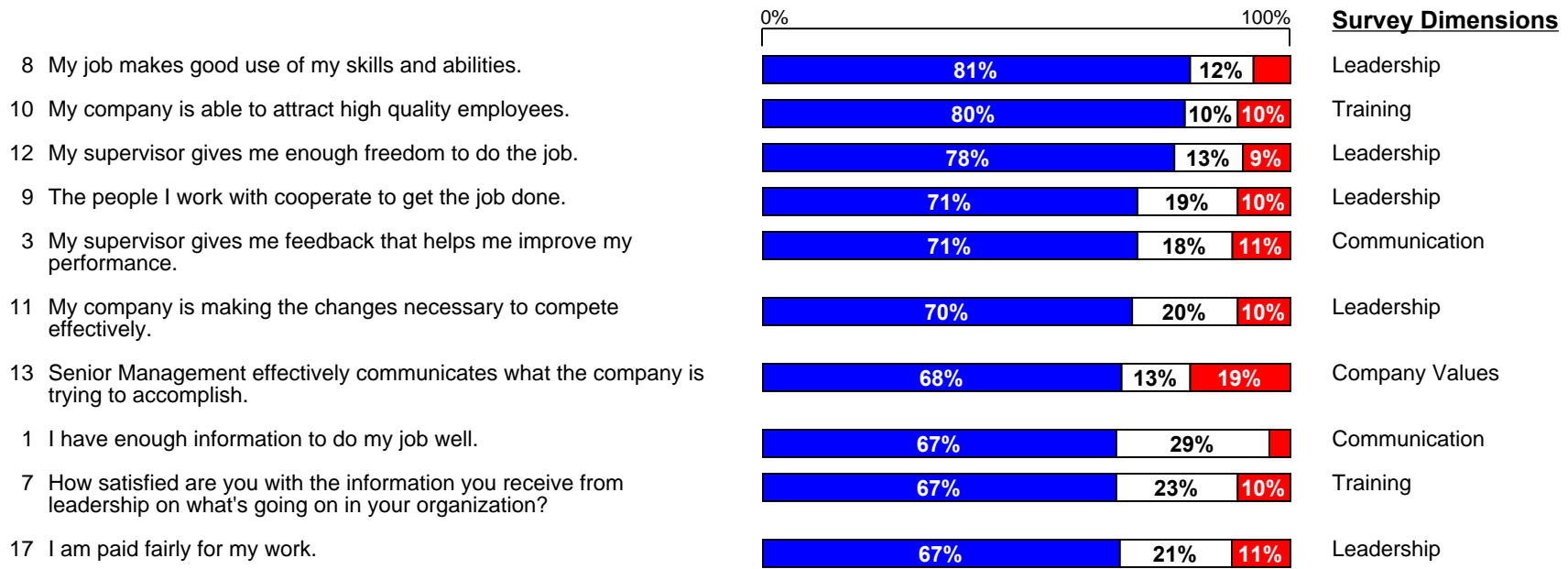


= % Favorable

= % Neutral

= % Unfavorable

Highest Rated Questions for Male

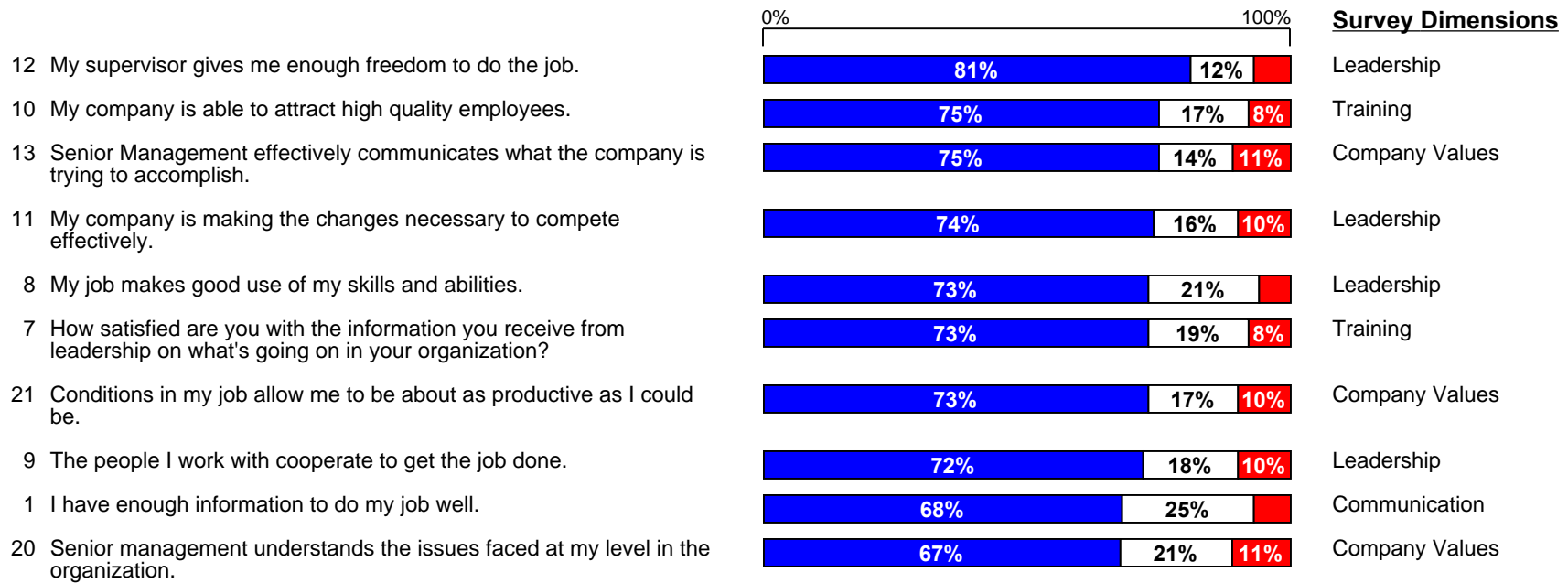


= % Favorable

= % Neutral

= % Unfavorable

Highest Rated Questions for Female

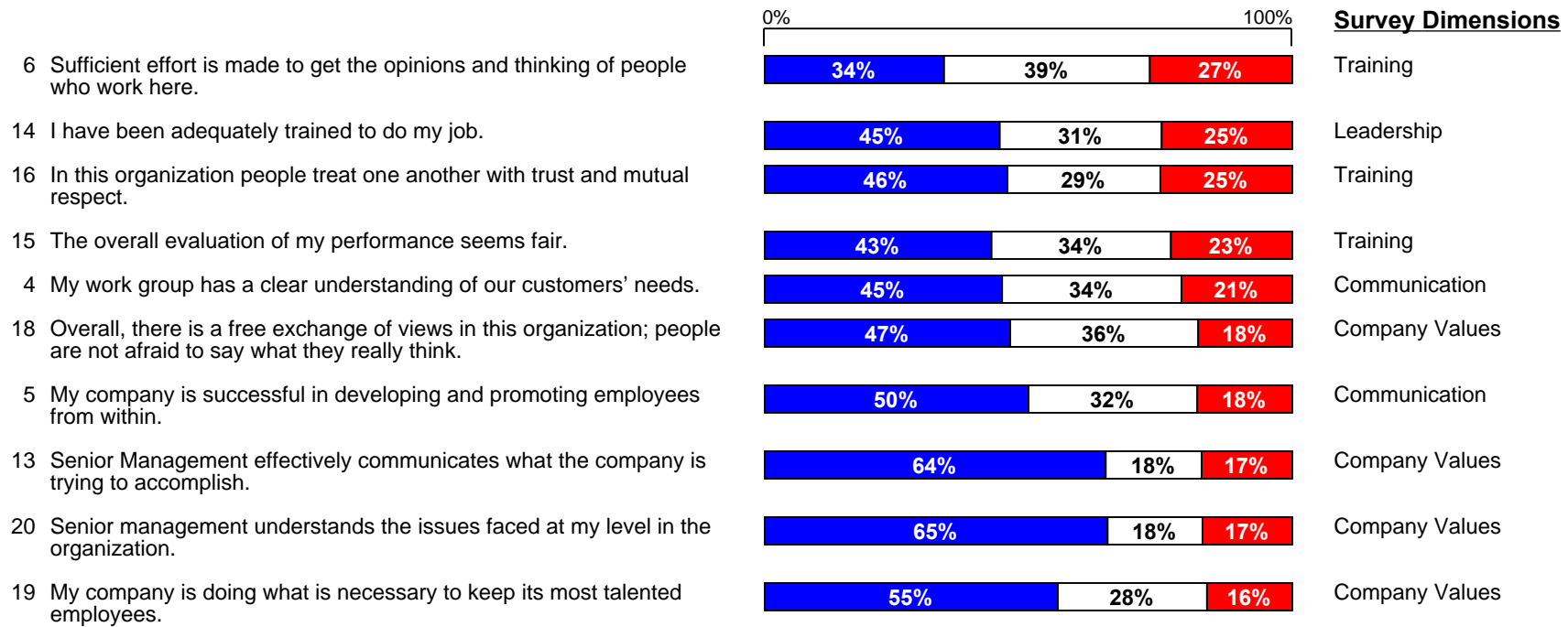


= % Favorable

= % Neutral

= % Unfavorable

Lowest Rated Questions for Total Company

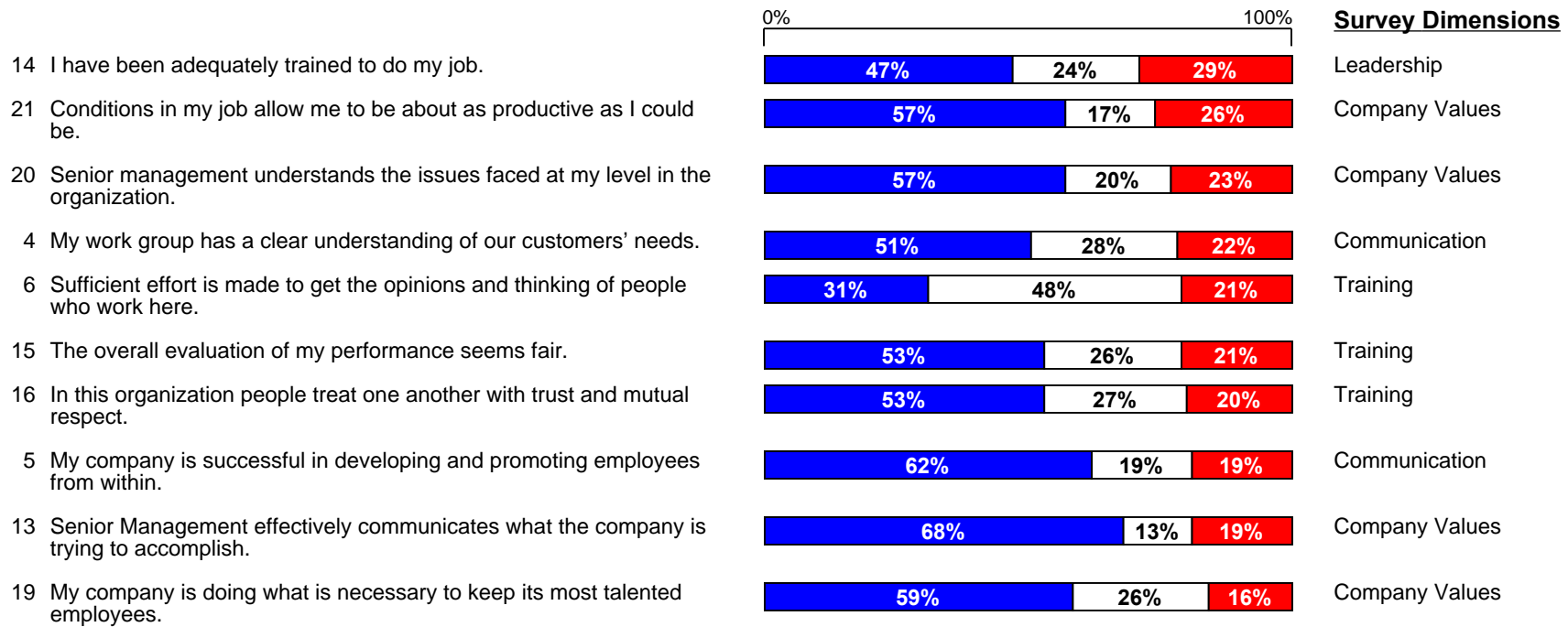


= % Favorable

= % Neutral

= % Unfavorable

Lowest Rated Questions for Male



= % Favorable

= % Neutral

= % Unfavorable

Lowest Rated Questions for Female



= % Favorable

= % Neutral

= % Unfavorable

Total Company Gender Report

Survey Questions	Number Responding	Average	Standard Deviation	Percent Responding			Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
				Favorable	Neutral	Unfavorable					
1 I have enough information to do my job well.											
Total Company	3,741	3.55	0.94	55%	34%	11%	3%	8%	34%	41%	14%
Male	69	3.78	0.76	67%	29%	4%	0%	4%	29%	51%	16%
Female	251	3.86	0.97	68%	25%	7%	3%	4%	25%	40%	28%
2 Senior Management shows by their actions that quality is a top priority at my company.											
Total Company	3,726	3.50	0.99	56%	28%	15%	4%	12%	28%	43%	14%
Male	68	3.66	0.92	63%	25%	12%	1%	10%	25%	47%	16%
Female	247	3.73	1.00	66%	22%	11%	4%	8%	22%	45%	22%
3 My supervisor gives me feedback that helps me improve my performance.											
Total Company	3,667	3.61	0.95	64%	23%	13%	3%	10%	23%	51%	13%
Male	66	3.79	0.87	71%	18%	11%	0%	11%	18%	53%	18%
Female	241	3.68	0.93	65%	25%	10%	2%	8%	25%	48%	17%

Total Company Gender Report

Survey Questions	Number Responding	Average	Standard Deviation	Percent Responding			Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
				Favorable	Neutral	Unfavorable					
4 My work group has a clear understanding of our customers' needs.											
Total Company	3,728	3.28	0.99	45%	34%	21%	5%	16%	34%	37%	8%
Male	69	3.35	1.07	51%	28%	22%	6%	16%	28%	39%	12%
Female	246	3.55	1.02	60%	25%	15%	4%	11%	25%	45%	15%
5 My company is successful in developing and promoting employees from within.											
Total Company	3,727	3.39	0.98	50%	32%	18%	4%	14%	32%	40%	11%
Male	68	3.53	0.97	62%	19%	19%	1%	18%	19%	50%	12%
Female	250	3.73	0.98	66%	22%	11%	3%	8%	22%	46%	21%
6 Sufficient effort is made to get the opinions and thinking of people who work here.											
Total Company	3,729	3.06	1.03	34%	39%	27%	8%	19%	39%	27%	7%
Male	67	3.12	0.91	31%	48%	21%	4%	16%	48%	25%	6%
Female	248	3.44	1.00	51%	33%	16%	4%	12%	33%	37%	14%

Total Company Gender Report

Survey Questions	Number Responding	Average	Standard Deviation	Percent Responding			Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
				Favorable	Neutral	Unfavorable					
7 How satisfied are you with the information you receive from leadership on what's going on in your organization?											
Total Company	3,733	3.69	0.94	67%	22%	11%	3%	8%	22%	50%	16%
Male	69	3.75	0.93	67%	23%	10%	1%	9%	23%	46%	20%
Female	248	3.82	0.87	73%	19%	8%	2%	6%	19%	54%	19%
8 My job makes good use of my skills and abilities.											
Total Company	3,742	3.80	0.96	72%	18%	10%	3%	7%	18%	50%	22%
Male	68	4.03	0.90	81%	12%	7%	1%	6%	12%	50%	31%
Female	249	3.90	0.87	73%	21%	6%	2%	4%	21%	50%	24%
9 The people I work with cooperate to get the job done.											
Total Company	3,741	3.62	1.02	64%	21%	15%	4%	11%	21%	47%	17%
Male	69	3.83	1.03	71%	19%	10%	4%	6%	19%	45%	26%
Female	250	3.81	0.92	72%	18%	10%	2%	8%	18%	52%	20%

Total Company Gender Report

Survey Questions	Number Responding	Average	Standard Deviation	Percent Responding			Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
				Favorable	Neutral	Unfavorable					
10 My company is able to attract high quality employees.											
Total Company	3,742	3.70	0.94	67%	21%	12%	3%	9%	21%	51%	17%
Male	69	3.97	0.94	80%	10%	10%	1%	9%	10%	51%	29%
Female	249	3.82	0.81	75%	17%	8%	1%	6%	17%	60%	15%
11 My company is making the changes necessary to compete effectively.											
Total Company	3,749	3.91	1.07	74%	14%	12%	4%	7%	14%	42%	33%
Male	69	3.96	1.12	70%	20%	10%	4%	6%	20%	29%	41%
Female	250	3.92	1.02	74%	16%	10%	4%	6%	16%	44%	31%
12 My supervisor gives me enough freedom to do the job.											
Total Company	3,753	3.86	0.88	77%	15%	9%	2%	6%	15%	56%	20%
Male	69	4.06	0.97	78%	13%	9%	1%	7%	13%	41%	38%
Female	249	3.97	0.90	81%	12%	7%	3%	4%	12%	55%	26%

Total Company Gender Report

Survey Questions	Number Responding	Average	Standard Deviation	Percent Responding			Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
				Favorable	Neutral	Unfavorable					
13 Senior Management effectively communicates what the company is trying to accomplish.											
Total Company	3,747	3.59	1.08	64%	18%	17%	5%	12%	18%	47%	18%
Male	69	3.72	1.11	68%	13%	19%	3%	16%	13%	42%	26%
Female	253	3.87	0.98	75%	14%	11%	3%	8%	14%	49%	26%
14 I have been adequately trained to do my job.											
Total Company	3,740	3.23	1.12	45%	31%	25%	9%	16%	31%	33%	12%
Male	70	3.24	1.22	47%	24%	29%	10%	19%	24%	31%	16%
Female	248	3.45	1.08	55%	27%	19%	6%	13%	27%	40%	15%
15 The overall evaluation of my performance seems fair.											
Total Company	3,735	3.20	1.05	43%	34%	23%	8%	15%	34%	35%	8%
Male	70	3.36	1.09	53%	26%	21%	7%	14%	26%	41%	11%
Female	252	3.42	1.11	52%	29%	19%	7%	12%	29%	37%	16%

Total Company Gender Report

Survey Questions	Number Responding	Average	Standard Deviation	Percent Responding			Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
				Favorable	Neutral	Unfavorable					
16 In this organization people treat one another with trust and mutual respect.											
Total Company	3,736	3.23	1.14	46%	29%	25%	10%	15%	29%	35%	12%
Male	70	3.43	1.14	53%	27%	20%	7%	13%	27%	36%	17%
Female	250	3.49	1.12	55%	28%	17%	7%	10%	28%	37%	18%
17 I am paid fairly for my work.											
Total Company	3,741	3.50	0.96	59%	26%	15%	4%	11%	26%	49%	10%
Male	70	3.67	0.88	67%	21%	11%	1%	10%	21%	54%	13%
Female	251	3.61	0.95	65%	23%	12%	5%	7%	23%	53%	12%
18 Overall, there is a free exchange of views in this organization; people are not afraid to say what they really think.											
Total Company	3,722	3.31	0.95	47%	36%	18%	5%	13%	36%	39%	7%
Male	69	3.57	0.90	57%	32%	12%	1%	10%	32%	43%	13%
Female	249	3.44	0.90	51%	37%	12%	3%	9%	37%	42%	9%

Total Company Gender Report

Survey Questions	Number Responding	Average	Standard Deviation	Percent Responding			Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
				Favorable	Neutral	Unfavorable					
19 My company is doing what is necessary to keep its most talented employees.											
Total Company	3,732	3.45	0.98	55%	28%	16%	4%	12%	28%	45%	10%
Male	70	3.51	1.00	59%	26%	16%	4%	11%	26%	46%	13%
Female	250	3.49	0.94	56%	30%	14%	4%	10%	30%	46%	10%
20 Senior management understands the issues faced at my level in the organization.											
Total Company	3,739	3.59	1.12	65%	18%	17%	7%	10%	18%	46%	19%
Male	69	3.52	1.24	57%	20%	23%	7%	16%	20%	30%	26%
Female	252	3.75	1.02	67%	21%	11%	4%	7%	21%	45%	23%
21 Conditions in my job allow me to be about as productive as I could be.											
Total Company	3,745	3.68	1.07	69%	16%	15%	5%	10%	16%	49%	20%
Male	70	3.50	1.22	57%	17%	26%	6%	20%	17%	33%	24%
Female	252	3.82	1.03	73%	17%	10%	5%	5%	17%	48%	25%

Total Company Gender Report

Survey Questions	Page	Survey Dimension
1 I have enough information to do my job well.	6, 7, 11	Communication
2 Senior Management shows by their actions that quality is a top priority at my company.	10, 11	Communication
3 My supervisor gives me feedback that helps me improve my performance.	5, 6, 11	Communication
4 My work group has a clear understanding of our customers' needs.	8, 9, 10, 12	Communication
5 My company is successful in developing and promoting employees from within.	8, 9, 10, 12	Communication
6 Sufficient effort is made to get the opinions and thinking of people who work here.	8, 9, 10, 12	Training
7 How satisfied are you with the information you receive from leadership on what's going on in your organization?	5, 6, 7, 13	Training
8 My job makes good use of my skills and abilities.	5, 6, 7, 13	Leadership
9 The people I work with cooperate to get the job done.	5, 6, 7, 13	Leadership
10 My company is able to attract high quality employees.	5, 6, 7, 14	Training
11 My company is making the changes necessary to compete effectively.	5, 6, 7, 14	Leadership
12 My supervisor gives me enough freedom to do the job.	5, 6, 7, 14	Leadership
13 Senior Management effectively communicates what the company is trying to accomplish.	5, 6, 7, 8, 9, 15	Company Values
14 I have been adequately trained to do my job.	8, 9, 10, 15	Leadership
15 The overall evaluation of my performance seems fair.	8, 9, 10, 15	Training
16 In this organization people treat one another with trust and mutual respect.	8, 9, 10, 16	Training
17 I am paid fairly for my work.	6, 10, 16	Leadership
18 Overall, there is a free exchange of views in this organization; people are not afraid to say what they really think.	8, 10, 16	Company Values
19 My company is doing what is necessary to keep its most talented employees.	8, 9, 10, 17	Company Values
20 Senior management understands the issues faced at my level in the organization.	5, 7, 8, 9, 17	Company Values
21 Conditions in my job allow me to be about as productive as I could be.	5, 7, 9, 17	Company Values