

Talent Engage ^{plus}

Comparison report



REPORT GENERATED:	01/03/2013
GROUP CATEGORY:	DEPARTMENTS/ FUNCTIONS
GROUP SIZE:	369 (RESPONSE RATE: 82%)
SENSITIVITY:	PRIVATE & CONFIDENTIAL



Engagement profile

This graph shows the number of people who are engaged, actively considering leaving (driven by factors outside your control) and those who are not engaged / at risk of leaving.

		Total Group	Admin	Finance	Marketing	Sales	IT & Digital	Human Resources
		369	27	40	40	54	189	19
Engagement	Leavers	27%	25%	34%	26%	22%	28%	29%
	At Risk	34%	37%	32%	26%	38%	30%	42%
	Engaged	39%	39%	34%	48%	40%	42%	29%

Net promoter score

How many of your people would recommend the organisation as a place to work.

Recommend	80%	75%	66%	94%	78%	82%	86%
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Importance & satisfaction profile

The table below shows how satisfied the groups are with 14 different work-related areas known to impact levels of engagement and commitment. Areas highlighted represent the 3 most important areas to the group. Please refer to the corresponding full report for more information.

		Total Group	Admin	Finance	Marketing	Sales	IT & Digital	Human Resources
Job	Area	369	27	40	40	54	189	19
	Personal Growth	48%	63%	55%	47%	39%	41%	43%
	Job Satisfaction	40%	38%	33%	47%	39%	41%	43%
People	Independence	69%	65%	56%	80%	67%	70%	74%
	Cooperation	80%	75%	66%	94%	78%	82%	86%
	Vertical Relationship	86%	78%	68%	97%	96%	87%	91%
Transaction	Reward & Recognition	45%	43%	37%	53%	44%	46%	49%
	Career Progression	13%	13%	11%	16%	13%	14%	14%
	Loyalty & Trust	11%	11%	9%	13%	11%	12%	12%
Organisation	Organisational Confidence	23%	21%	18%	26%	22%	23%	24%
	Ethical Standards	73%	69%	60%	85%	71%	75%	78%
	Belonging	36%	34%	29%	42%	35%	37%	39%
	Communications	86%	72%	62%	89%	98%	94%	99%
Environment	Well-Being	18%	17%	15%	22%	18%	19%	20%
	Working Conditions	86%	76%	67%	95%	96%	90%	95%

Performance profile

Clarity - how clear your people are in what is expected of them and how their performance is measured.

Confidence - the extent to which employees feel they will be successful.

Enablement - the extent to which employees feel they have the necessary support from the organisation to be successful.

Impact - the effect of organisational decisions on performance

	Total Group	Admin	Finance	Marketing	Sales	IT & Digital	Human Resources
Clarity	369	27	40	40	54	189	19
	47%	44%	39%	55%	46%	48%	51%
Confidence	48%	45%	39%	56%	47%	49%	52%
Enablement	56%	53%	46%	66%	55%	58%	61%
Impact	37%	35%	30%	43%	36%	38%	40%