

# Employee Opinion Survey Results

This Sample Shows Responses by Location

Prepared for:  
**Your Company**  
By  
**Insightlink Communications**  
[www.insightlink.com](http://www.insightlink.com)

1 - How well defined are the requirements and responsibilities of your job?

	Total	What is your location?			
		NYC	East Bay	US field	Outside the US
<b>All answering</b> .....	642	487	88	56	11
<b>All answering</b> .....	100%	100%	100%	100%	100%
<b>How well defined are the requirements and responsibilities of your job?</b>					
Extremely well defined .....	57 9%	37 8%	11 12%	8 14%	1 9%
Very well defined .....	269 42%	199 41%	40 45%	28 50%	2 18%
Somewhat well defined .....	233 36%	186 38%	22 25%	19 34%	6 55%
Not very well defined .....	64 10%	50 10%	12 14%	1 2%	1 9%
Not at all well defined .....	19 3%	15 3%	3 3%	0 0%	1 9%
Top 2 .....	326 51%	236 48%	51 58%	36 64%	3 27%
Bottom 2 .....	83 13%	65 13%	15 17%	1 2%	2 18%
<b>All answering</b> .....	642	487	88	56	11
<b>Std Dev</b> .....	0.9	0.9	1.0	0.7	1.0
<b>Mean</b> .....	3.4	3.4	3.5	3.8	3.1
<b>Total</b> .....	650 100%	492 100%	88 100%	56 100%	11 100%
Not Stated .....	8 1%	5 1%	0 0%	0 0%	0 0%

7 - Overall, how would you rate your satisfaction with your job at this time?

	Total	What is your location?			
		NYC	East Bay	US field	Outside the US
<b>All answering</b> .....	645	488	87	56	11
<b>All answering</b> .....	100%	100%	100%	100%	100%
<b>Overall, how would you rate your satisfaction with your job at this time?</b>					
Extremely satisfied .....	45 7%	24 5%	12 14%	9 16%	0 0%
Very satisfied .....	222 34%	157 32%	36 41%	24 43%	2 18%
Somewhat satisfied .....	264 41%	210 43%	28 32%	21 38%	5 45%
Not very satisfied .....	90 14%	75 15%	11 13%	2 4%	2 18%
Not at all satisfied .....	24 4%	22 5%	0 0%	0 0%	2 18%
Top 2 .....	267 41%	181 37%	48 55%	33 59%	2 18%
Bottom 2 .....	114 18%	97 20%	11 13%	2 4%	4 36%
<b>All answering</b> .....	645	488	87	56	11
<b>Std Dev</b> .....	0.9	0.9	0.9	0.8	1.0
<b>Mean</b> .....	3.3	3.2	3.6	3.7	2.6
<b>Total</b> .....	650 100%	492 100%	88 100%	56 100%	11 100%
Not Stated .....	5 1%	4 1%	1 1%	0 0%	0 0%

10\_1 - How satisfied are you with each of the following aspects of working at THIS ORGANIZATION?

	Total	What is your location?			
		NYC	East Bay	US field	Outside the US
<b>All answering</b> .....	597	450	80	54	10
<b>All answering</b> .....	100%	100%	100%	100%	100%
<b>Senior management</b>					
Extremely satisfied .....	28 5%	13 3%	8 10%	5 9%	1 10%
Very satisfied .....	192 32%	134 30%	26 32%	28 52%	2 20%
Somewhat satisfied .....	259 43%	205 46%	33 41%	17 31%	4 40%
Not very satisfied .....	84 14%	70 16%	7 9%	4 7%	3 30%
Not at all satisfied .....	34 6%	28 6%	6 8%	0 0%	0 0%
Top 2 .....	220 37%	147 33%	34 42%	33 61%	3 30%
Bottom 2 .....	118 20%	98 22%	13 16%	4 7%	3 30%
<b>All answering</b> .....	597	450	80	54	10
<b>Std Dev</b> .....	0.9	0.9	1.0	0.8	0.9
<b>Mean</b> .....	3.2	3.1	3.3	3.6	3.1
<b>Total</b> .....	650 100%	492 100%	88 100%	56 100%	11 100%
Does not apply .....	20 3%	17 3%	2 2%	1 2%	0 0%
Not Stated .....	33 5%	25 5%	6 7%	1 2%	1 9%

10\_2 - How satisfied are you with each of the following aspects of working at THIS ORGANIZATION?

	Total	What is your location?			
		NYC	East Bay	US field	Outside the US -
<b>All answering</b> .....	628	480	81	55	9
<b>All answering</b> .....	100%	100%	100%	100%	100%
<b>Your immediate supervisor</b>					
Extremely satisfied .....	128 20%	74 15%	26 32%	27 49%	0 0%
Very satisfied .....	266 42%	213 44%	30 37%	18 33%	4 44%
Somewhat satisfied .....	143 23%	119 25%	13 16%	8 15%	2 22%
Not very satisfied .....	54 9%	46 10%	6 7%	0 0%	2 22%
Not at all satisfied .....	37 6%	28 6%	6 7%	2 4%	1 11%
Top 2 .....	394 63%	287 60%	56 69%	45 82%	4 44%
Bottom 2 .....	91 14%	74 15%	12 15%	2 4%	3 33%
<b>All answering</b> .....	628	480	81	55	9
<b>Std Dev</b> .....	1.1	1.0	1.2	1.0	1.1
<b>Mean</b> .....	3.6	3.5	3.8	4.2	3.0
<b>Total</b> .....	650 100%	492 100%	88 100%	56 100%	11 100%
Does not apply .....	3 0%	1 0%	1 1%	0 0%	1 9%
Not Stated .....	19 3%	11 2%	6 7%	1 2%	1 9%

This sample report shows just a few pages from a typical crosstab data report. A complete report would show a table for each question/statement in your survey and allows you the ability to "drill-down" or "roll-up" data based on your demographics and compare results to the total, easily highlighting areas of concern.

## How to Read Cross-Tabulations

Cross-tabulations represent a simple-to-understand yet powerful tool for data analysis because they provide the ability to examine the responses to one question in relation to the responses to one or more other questions. Insightlink employee survey cross-tabulations are normally set up in columns, which include both the raw numbers of employees answering each question and percentages computed on the basis of the column total. However, although “Not Stated” or “Does Not Apply” results are shown for each column, they are NOT included in the calculation of the percentages. In other words, all percentages reflect only the number of employees who answered the question. The “all answering” base size is indicated for each column following the “Not Stated” results. (Ignore the percentages shown for anything marked “Not Stated”).

The total column shows the results for all employees who participated in the study and, to its right, are columns which represent various factors such as departments and other organizational characteristics that are useful ways of looking at the results of the study. These results are then shown as the rows of the table. This approach permits easy comparisons of the similarities and differences between departments in an organization or, for example, how the employees in each of Insightlink’s Loyalty Matrix segments respond to each question in the survey.

For most questions, the results shown in the tables include the findings for each of the scale rating points. However, at times, “summary tables” are generated which show only parts of the scale, such as those total number of employees rating an attribute as “extremely” and “very important” or agreeing both “strongly” and “somewhat” that a particular statement describes the company.

All Insightlink cross-tabulations include a calculation of the standard deviation. This is a statistic which calculates how tightly answers are clustered around the mean. When answers are grouped together close to the mean, the standard deviation will be small. When answers are spread more widely apart (i.e., show more variation), the standard deviation will be relatively large.

Finally, the weighted mean is also included in Insightlink cross-tabulations. Since most questions are rated on a 5-point scale, the mean summarizes the average score across all employees answering the question with “not stated” and “does not apply” responses removed and with “1” representing a low score and “5” representing a high score.