

Summary Results Report

East Central College

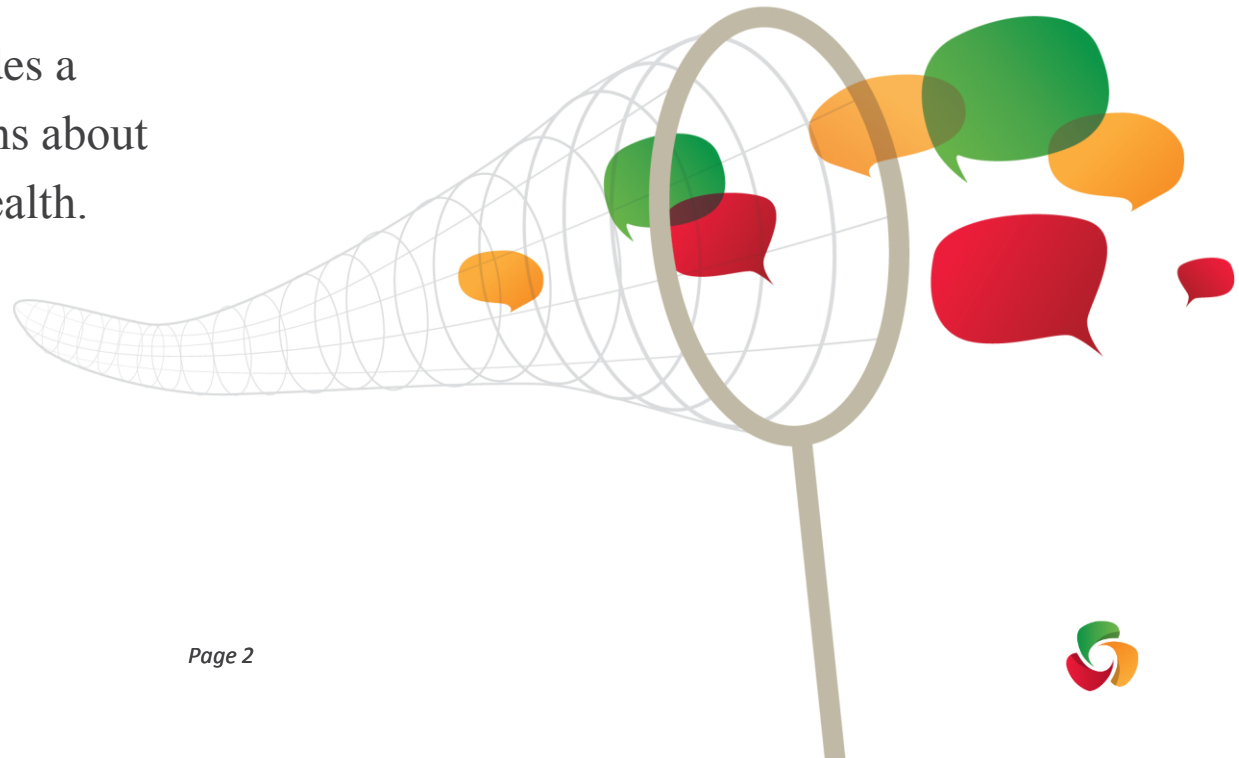
1964 Prairie Dell Rd, Union, MO 63084



At WorkplaceDynamics we have found that the most successful companies are the ones that employees believe in.

We have helped thousands of companies to improve their workplace and their long-term performance by listening to their employees.

This Summary Results report provides a snapshot of your employees' opinions about their jobs and your organization's health.



Introduction

We use employee opinions to measure two parts of the workplace...



OrgHealth™ evaluates whether your company is likely to succeed in the long term: having a clear sense of direction, executing brilliantly, innovating and making employees feel valued.

We see that employees, above everything else, want to work at companies with high levels of OrgHealth™.



Direction



Execution



Connection



My Job

My Job measures how employees feel about their day-to-day job: their managers, compensation, work/life balance and opportunities for career development.

These are important to provide but are not areas that make people feel passionate about the organization.



My Work



My Manager



My Pay & Benefits



Key Facts

This report is based upon your employee survey carried out between **March 7, 2013 and April 4, 2013**

237 employees responded to the survey from **440** employees that were invited to complete a survey (giving a response rate of **54%**). This is made up of:

Online Surveys: 237 responders from 440 invitees

Paper Surveys: 0 responders from 0 invitees









Employees provided approximately **380** comments & improvement ideas about **East Central College** gathered through our conditional line of questioning.

The benchmark is comprised of similarly-sized companies in your peer group. Culled from our database of 5,000 organizations that have surveyed with us over the last year, this benchmark includes the most current data of peer organizations available. Your **Colleges & Universities - 2013** benchmark includes **10** companies.



Survey Factor and Statement Summary

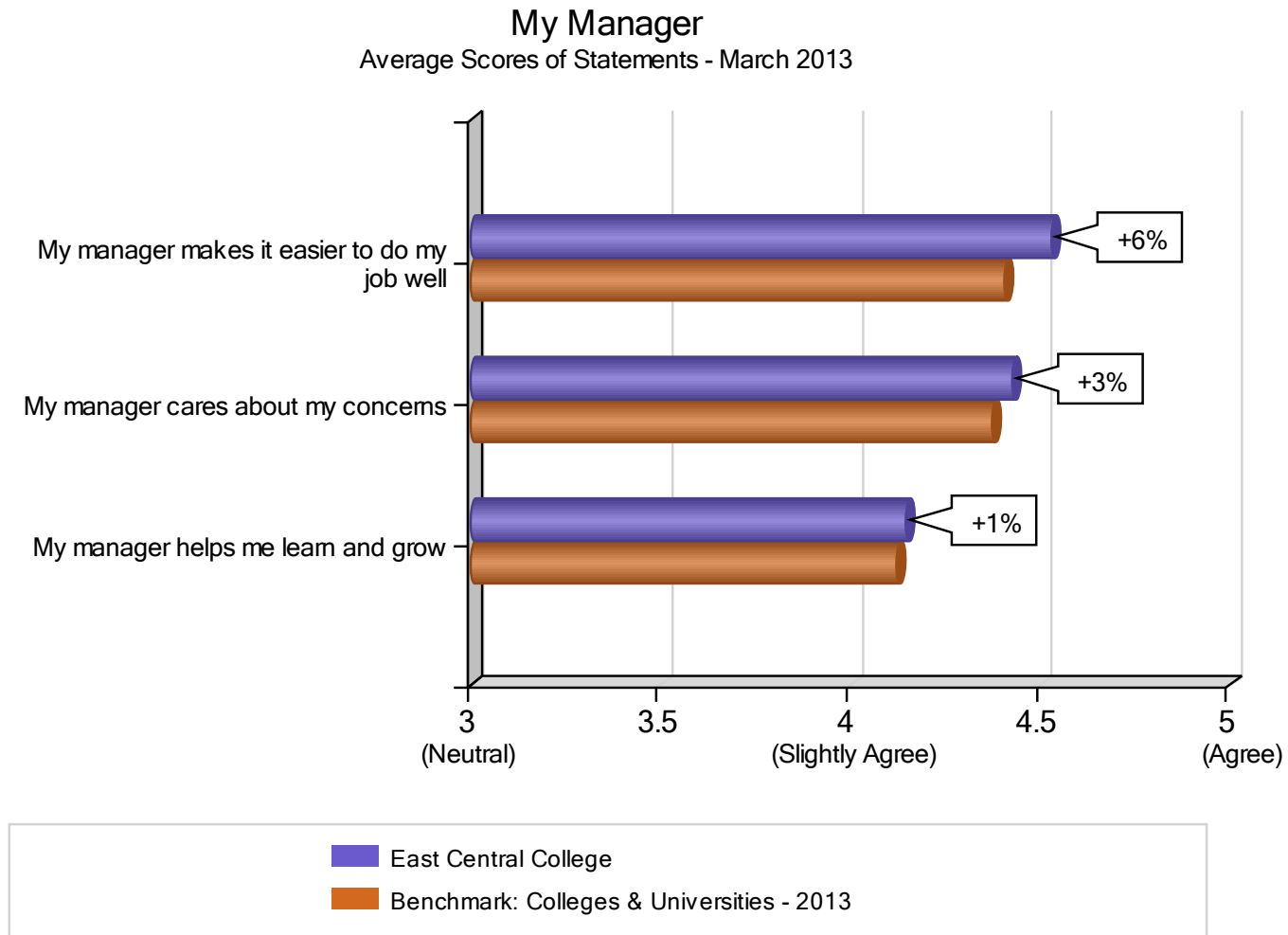
Below are the workplace statements asked on the survey grouped into 6 factors. Your highest rated factor in comparison to the “Colleges & Universities - 2013” benchmark is in green, and your lowest is in red.

 OrgHealth™	 My Job
 <h3>Direction</h3> <ul style="list-style-type: none">• I believe East Central College is going in the right direction• I have confidence in the leader of East Central College• East Central College operates by strong values and ethics	 <h3>My Work</h3> <ul style="list-style-type: none">• This job has met or exceeded the expectations I had when I started• I get the formal training I want for my career• I have the flexibility I need to balance my work and personal life• There is not a lot of frustration at my workplace
 <h3>Execution</h3> <ul style="list-style-type: none">• Senior managers understand what is really happening at East Central College• I feel well-informed about important decisions concerning East Central College• At East Central College, we do things efficiently and well• New ideas are encouraged at East Central College	 <h3>My Manager</h3> <ul style="list-style-type: none">• My manager cares about my concerns• My manager makes it easier to do my job well• My manager helps me learn and grow
 <h3>Connection</h3> <ul style="list-style-type: none">• I feel genuinely appreciated at East Central College• My job makes me feel like I am part of something meaningful• I am confident about my future at East Central College	 <h3>My Pay & Benefits</h3> <ul style="list-style-type: none">• My pay is fair for the work I do• My benefits package is good compared with others in this industry



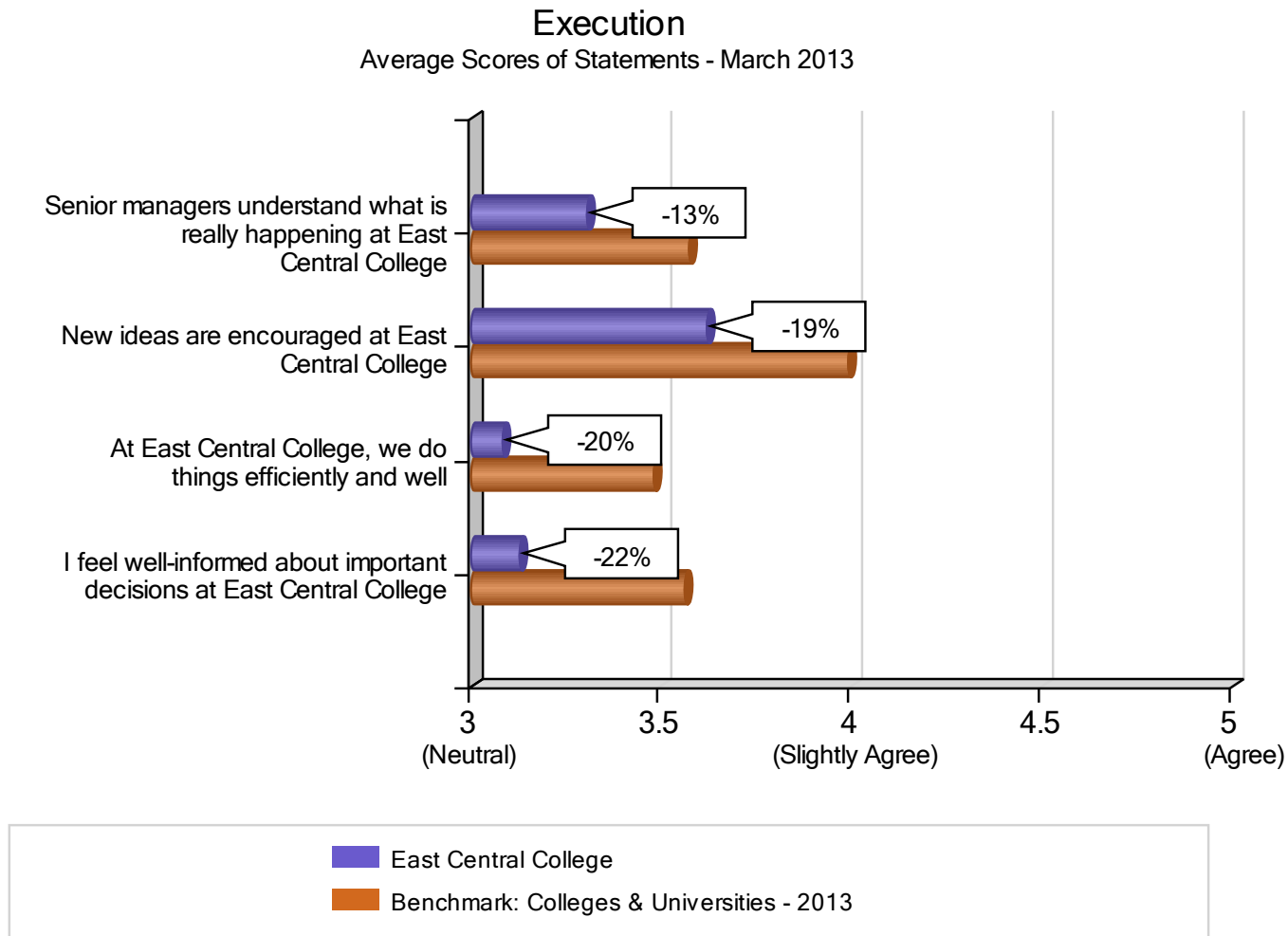
Top Factor - My Manager

The **blue** bars on this chart show **East Central College's** average score on each statement. The **brown** bars provide the average score on each statement for the “**Colleges & Universities - 2013**” benchmark.



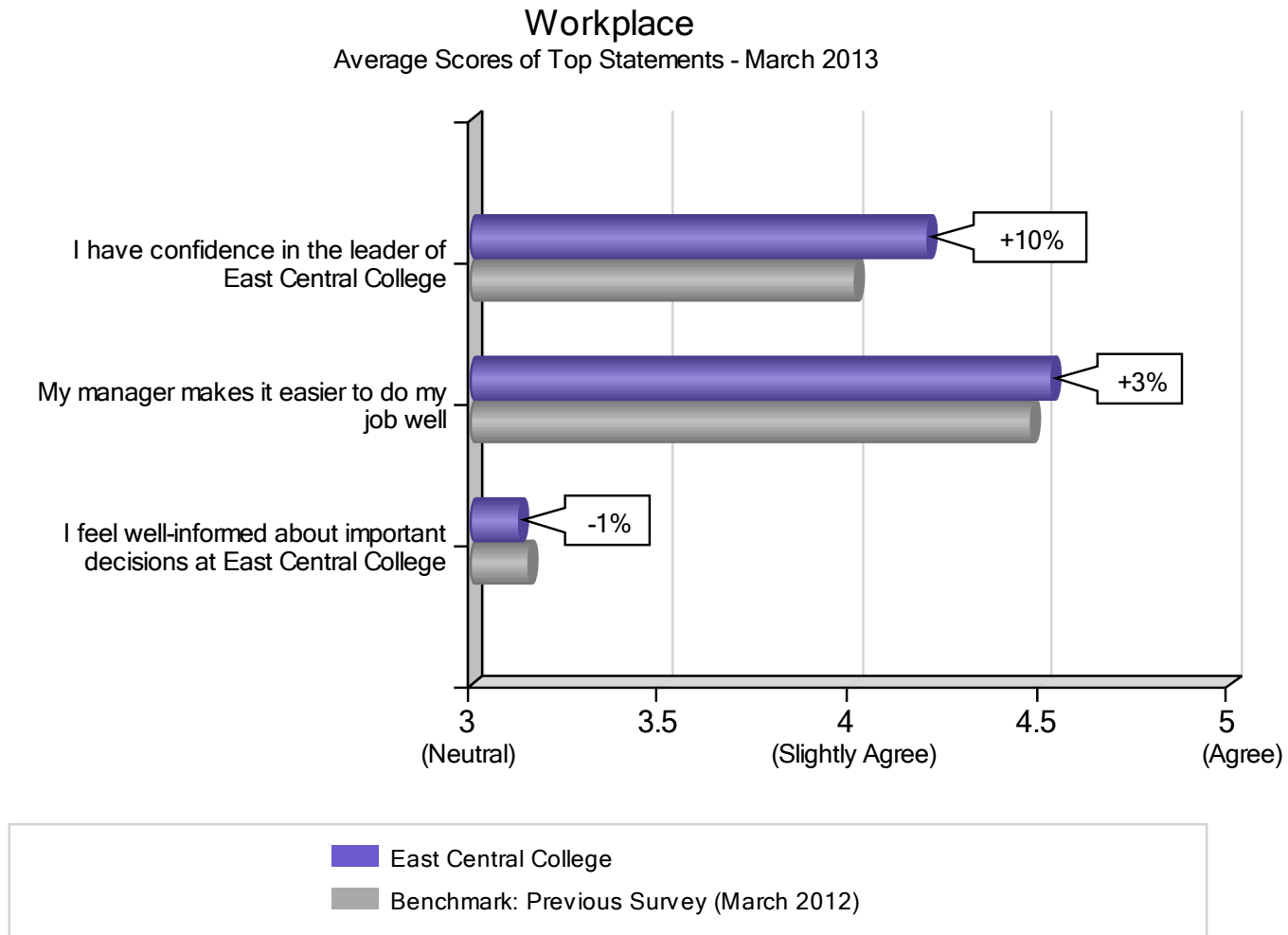
Bottom Factor - Execution

The **blue** bars on this chart show **East Central College's** average score on each statement. The **brown** bars provide the average score on each statement for the “**Colleges & Universities - 2013**” benchmark.

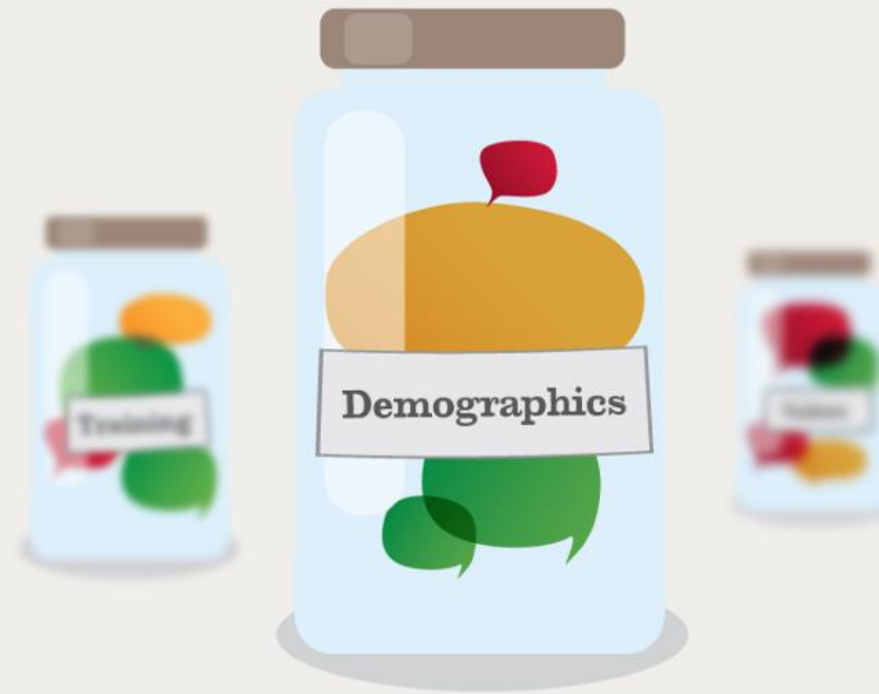


Most Improved Statements

This chart shows the survey statements that have improved the most (or declined the least). The **blue** bars on this chart show **East Central College's** average score on each statement. The **gray** bars provide the average score on each statement from your previous survey.



Results by Demographic



Top and Bottom Demographics

Listed below are the demographic groups captured in the survey. Highlighted in **green** and **red** are your Top and Bottom demographic groups. The rating is in comparison to the same demographic across the “**Colleges & Universities - 2013**” benchmark companies.

Job Grades

 **Senior Manager**

Manager

Team Member

Salary Bands

More than \$100,000

\$50,000 - \$100,000

\$30,000 - \$50,000

Less than \$30,000

Tenure

More than 15 years

10 to 15 years

5 to 10 years

3 to 5 years

1 to 3 years

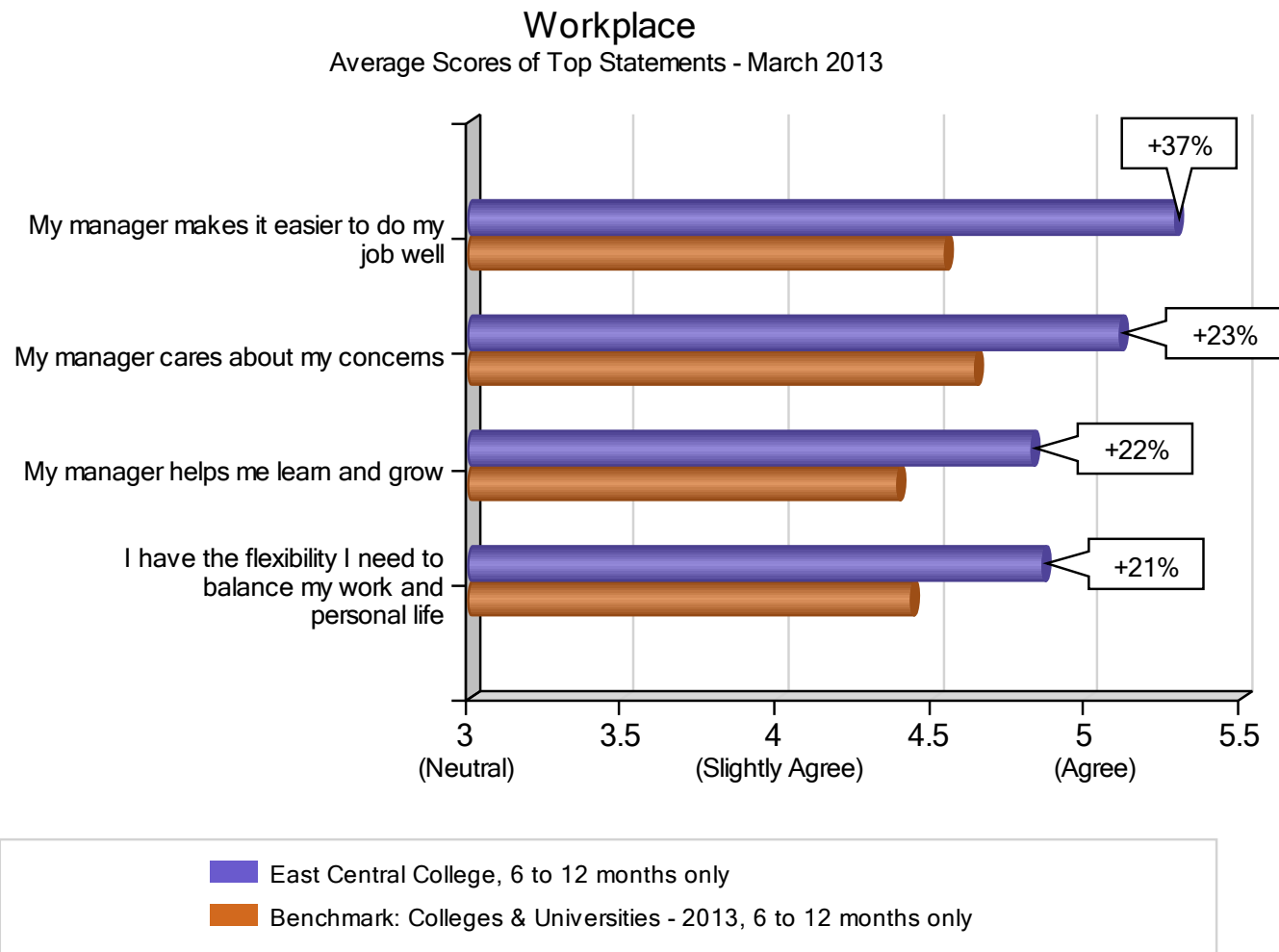
 **6 to 12 months**

Less than 6 months



Top Demographic - 6 to 12 months tenure

The **blue** bars show the top statement scores for the “6 to 12 months tenure” demographic group at **East Central College**. The **brown** bars provide a benchmark of the responders in this demographic at the “**Colleges & Universities - 2013**” organizations.





Results by Department

Department Results

We have highlighted in **green** and **red** your Top and Bottom scoring departments. The Percentages are relative to the average score of all responders at **East Central College**.



Top Scoring Department:

Adjunct (+14%)



Bottom Scoring Department:

Faculty (-27%)

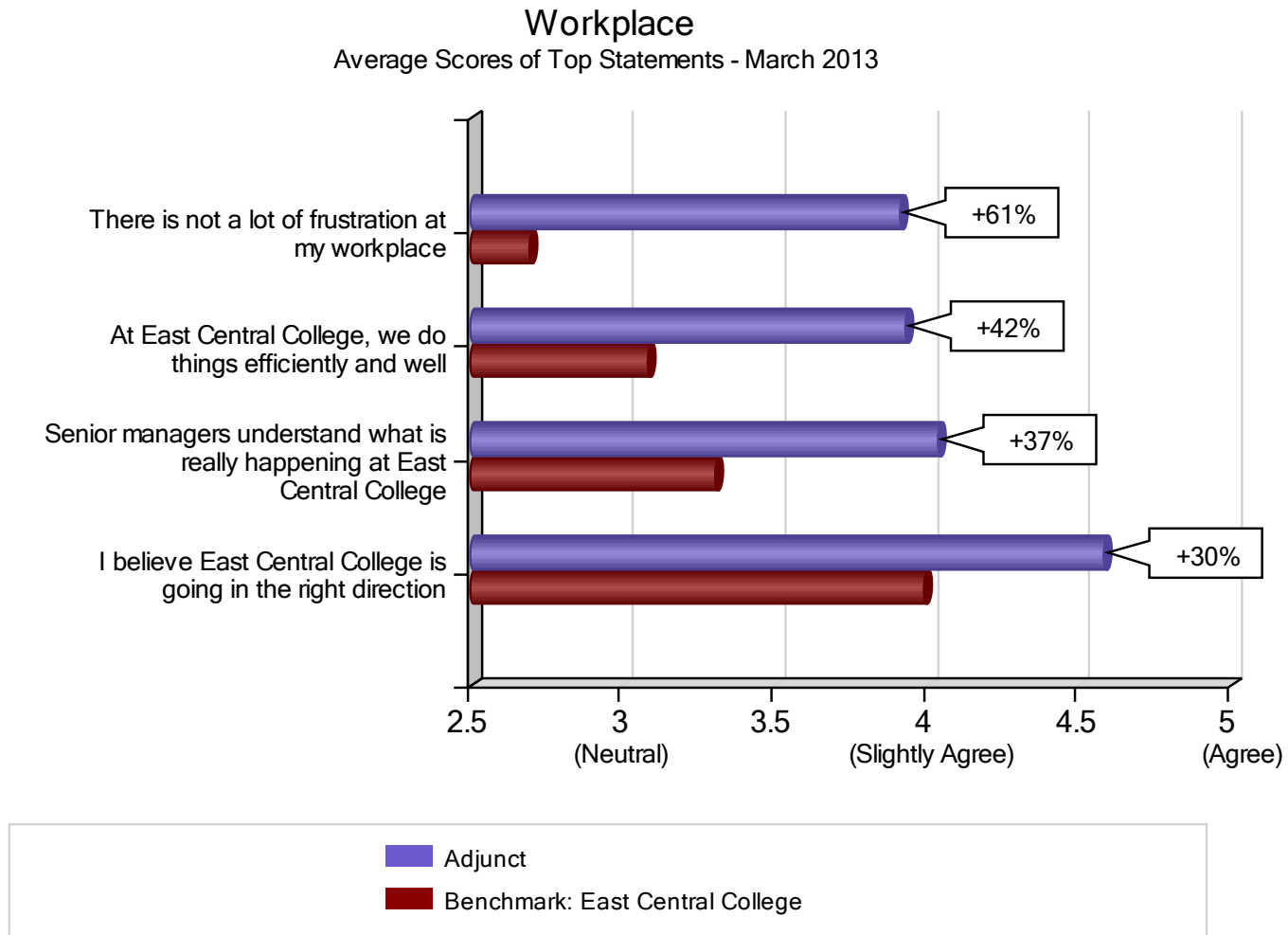
Other Departments:

Accounting
Administration
Admissions
Adult Basic Education
Air Cond. & Refrigeration Tech
Allied Health
Anthropology
Art
Athletics
Biology
Biotechnology
Bookstore
(68 more...)



Top Department - Adjunct

The **blue** bars show the top statement scores for **Adjunct** in comparison to the average score on each statement for all responders at **East Central College**, shown as the benchmark in **red**.



Results Packages





Results Packages

A number of optional upgrade packages are available if you would like to really lift your company.

Option 1

Business Insight Package

- Overview report: Top level results benchmarked against peer organizations
- Comments: targeted ideas from employees
- Online results tool: ability to drill-down into your results



[View Business Insight Report](#)

\$4,250

Option 2

Management Intelligence Package

- Includes all elements of the Business Insight Package
- Includes results analyzed by department



[View Management Intelligence Report](#)

\$5,950

Option 3

Expert Support Package

Support and Analysis from a Workplace Expert:

- Includes Business Insight and Management Intelligence packages
- Discussion of results
- Customized report with executive summary
- Two web presentations
- Custom statements and demographics
- Year round support



[View Expert Support Report](#)

\$13,500



Further Reading

Find out more about WorkplaceDynamics:
www.workplacedynamics.com

Find out more about OrgHealth™:
www.topworkplaces.com

Track our OrgHealth™ virtual stock fund:
www.topworkplaces.com/fund

WorkplaceDynamics, LLP
180 Sheree Blvd., Ste 2900 | Exton, PA 19341
Tel: (484) 323-6300
Email: info@workplacedynamics.com
www.workplacedynamics.com

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