



Employee Surveys

Excerpts from Reports

April 10, 2009

This document is a reference for companies that are considering using the NCEO's employee survey resources to survey their work forces. It provides selected excerpts from actual results reports.

Results reports are typically from 60 to 110 pages, depending primarily on the number of survey items selected by the company.

Below is a typical table of contents for a report.









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The report summarizes the questions in a simple chart showing the average score at your company. Negative numbers show disagreement with the statement, positive numbers show agreement, and zero is neutral.

The bar chart shows the percent of respondents who disagree (in red) and the percent who agree (in green).

The last column show the difference between your company’s score at the database. On the first question, for example, the company is 0.4 points higher than the database. When companies use the survey more than once, additional columns show the change from year to year.

ESOP Understanding

Survey Item	XYZ Avg	Disagree Agree	Δ from DB
13. Generally speaking, I understand the ESOP idea and how it works at this company.	1.7	15%   74%	+0.4
20. I know approximately how much money my ESOP account is worth.	1.3	20%   66%	+0.3
21. I have a rough idea of how much money I may receive from the ESOP when I retire or leave the company.	-0.1	38%   43%	-0.1
22. The rules for how ESOP benefits are distributed to people who retire are clear.	0.0	25%   51%	-0.4

The following pages show sample data charts. There is one data chart per survey item, and each data chart shows detailed analysis of the question, the distribution of answers, and how those answers compare with the database.

Chart 1: no year-to-year comparison, no subgroups

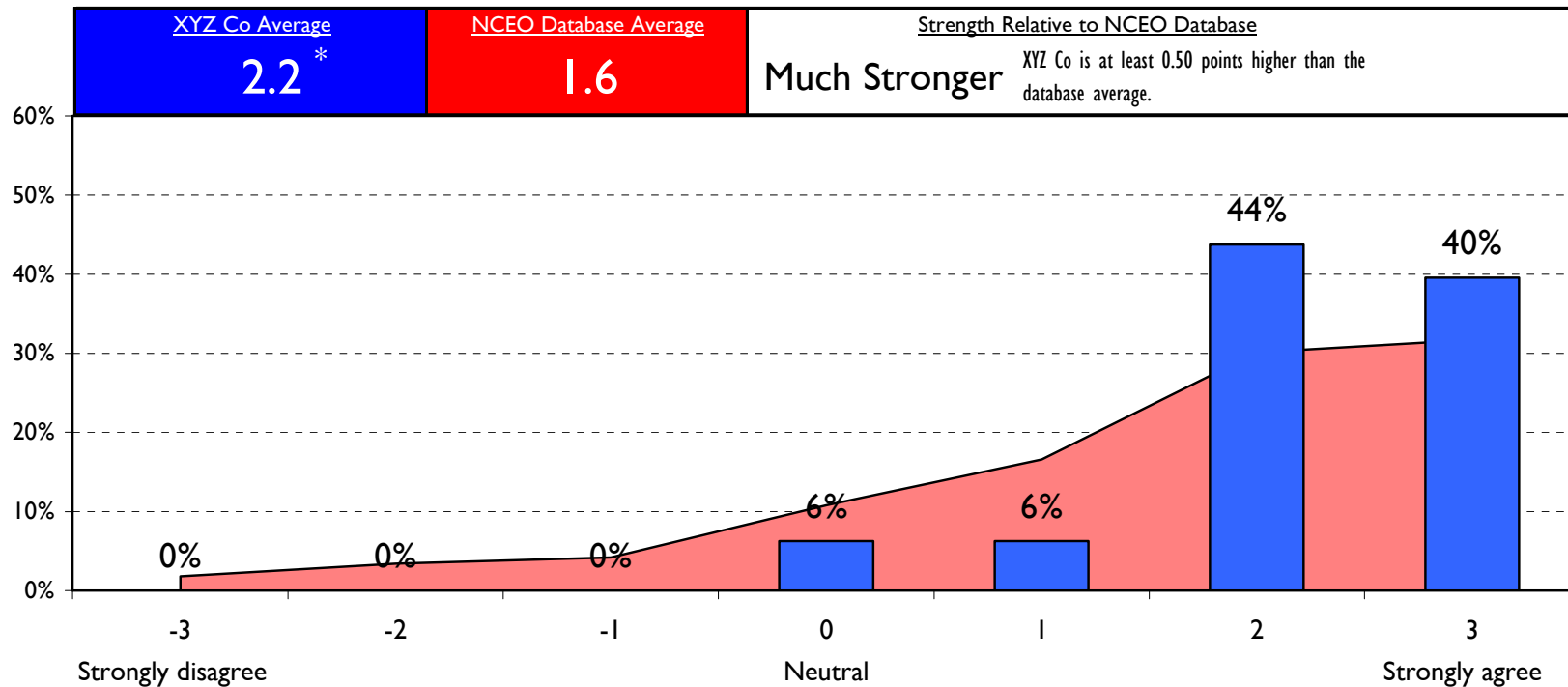
Chart 2: no year-to-year comparisons, two subgroups (tenure and organizational level)

Chart 3: year-to-year comparisons, subgroups

Chart I

Entrepreneurship

People recognize that the future value of their ESOP account depends on the success of the company.



Item Information

This item is the intellectual property of the NCEO. In the List of Survey Items, it is Topic 5, Item 6.

Comparison Statistics

Comparison companies: 29

	% who disagree	% who agree	25th percentile	75th percentile	Number of respondents	Percent of Non Answers (NA)	Standard Deviation
XYZ Co	0%	90%	2.0	3.0	48	4.2%	0.84°
Database	9%	78%	0.9	2.7	4,527	1.7%	1.37

°Degree of Consensus: Higher than Average

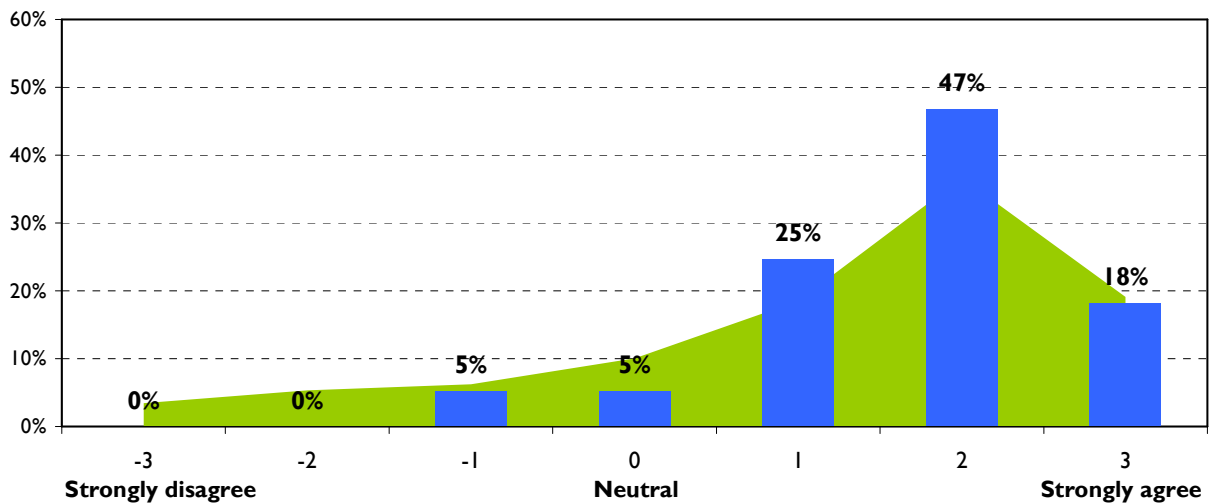
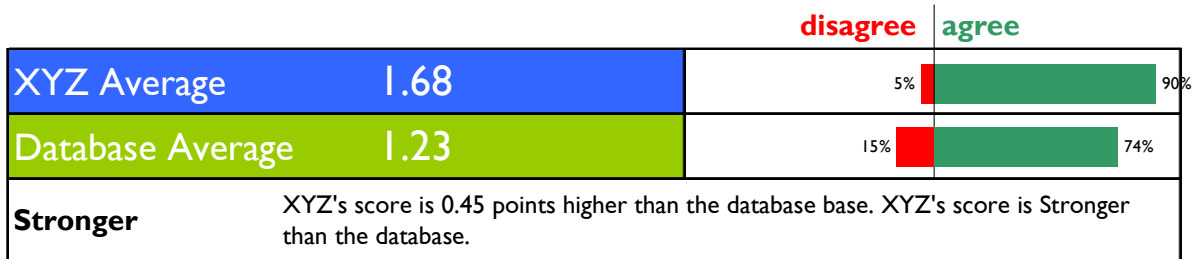
* indicates statistical significance (p<0.1)

† indicates high statistical significance (p<0.001)

Chart 2

ESOP Understanding

"Generally speaking, I understand the ESOP idea and how it works at this company."



Item Information

Comparison companies: 50

This item is the intellectual property of the NCEO.

	25th percentile	75th percentile	Number of respondents	Percent of Non Answers (NA)	Standard Deviation
XYZ	1.0	2.0	77	0.0%	1.01
Database	0.5	2.3	7,209	0.8%	1.40

Subgroup Tables

Item 13 is an "individual item." Results show each subgroup's assessment of its own situation.

By Position	Subgroup Average	Versus company	Versus database
Non-Officer	1.30†	-0.38	+0.07
Officer	2.31†	+0.64	+1.08

By Tenure	Subgroup Average	Versus company	Versus database
3 yr or less	1.08*	-0.60	-0.15
4 to 7 years	1.59	-0.08	+0.37
8 or more yrs	2.10*	+0.43	+0.88

* indicates statistical significance (p<0.1); † indicates high statistical significance (p<0.001)

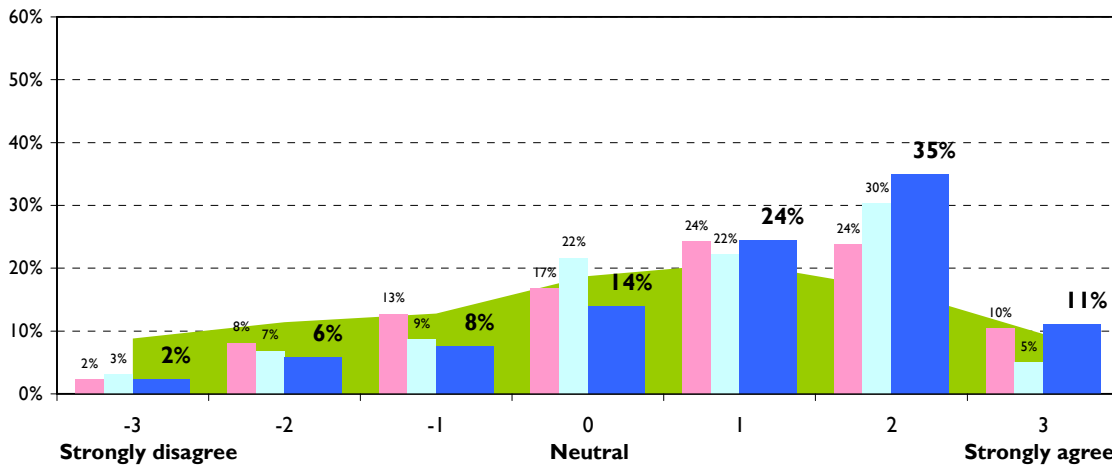
See "Understanding the Data Charts" in this report for an explanation of these charts.

Chart 3

Decision Making

"Employees at XYZ have real influence over the direction of the company."

2009 Average 1.01		16%	70%
	average	2009 Δ	disagree agree
2008	0.68	+0.33 * Stronger	19% 57%
2007	0.68	+0.33 * Stronger	23% 58%
Database	0.21	+0.80 † Much Stronger	33% 47%



Item Information

Comparison companies: 36

This item belongs to the NCEO. In the 2008 survey, it was number 30.

	25th percentile	75th percentile	Number of respondents	Percent of Non Answers (NA)	Standard Deviation
2009	0.0	2.0	172	0.0%	1.46
Database	-1.0	1.5	6,063	1.4%	1.67

Subgroup Tables

Item 30 is an "observer item." Results show each subgroup's assessment of overall company culture.

By Tenure	Average	Versus Co Avg	Versus database	Versus 2008	Versus 2007
Under 3 yr	1.28	+0.27	+1.07	+0.63	+0.51
3 to 5 yr	0.49*	-0.52	+0.28	+0.16	+0.43
6 to 11 yr	0.88	-0.13	+0.67	+0.33	+0.28
12 + yr	1.51*	+0.50	+1.30	+0.58	+0.39

By Department	Average	Versus Co Avg	Versus database	Versus 2008	Versus 2007
Dept1	0.83	-0.18	+0.62	+0.45	+0.41
Dept2	0.88	-0.13	+0.67	+0.35	+0.19
Dept3	0.82	-0.19	+0.61	+0.09	+0.04
Dept4	1.81†	+0.80	+1.60	+0.96	+0.98
Dept5	0.92	-0.09	+0.71	+0.05	+0.38

By Level	Average	Versus Co Avg	Versus database	Versus 2008	Versus 2007
Manager	1.45	+0.44	+1.24	+0.38	+0.72
Nonmgr	0.92	-0.09	+0.71	+0.39	+0.24

* indicates statistical significance (p<0.1); † indicates high statistical significance (p<0.001)

See "Understanding the Data Charts" in this report for an explanation of these charts.