

Summary Results Report

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# East Central College

1964 Prairie Dell Rd, Union, MO 63084



# Survey Factor and Statement Summary

The survey measures six workplace factors. These are listed below in order of importance to employees. Your highest ranked factor is in green, and your lowest in red. Your ranks are out of **30** organizations in the **midsize** employer category.



## Direction (25th)

- 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



## Execution

- Senior managers understand what is really happening in 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



## Conditions (16th)

- I feel genuinely appreciated at East Central College
- My job makes me feel like I am part of something meaningful
- I have the flexibility I need to balance my work and personal life
- There is not a lot of frustration at my workplace



## Managers

- My manager cares about my concerns
- My manager makes it easier to do my job well
- My manager helps me learn and grow



## Career

- I am confident about my future at East Central College
- This job has failed to meet the expectations I had when I started
- I get the formal training I want for my career

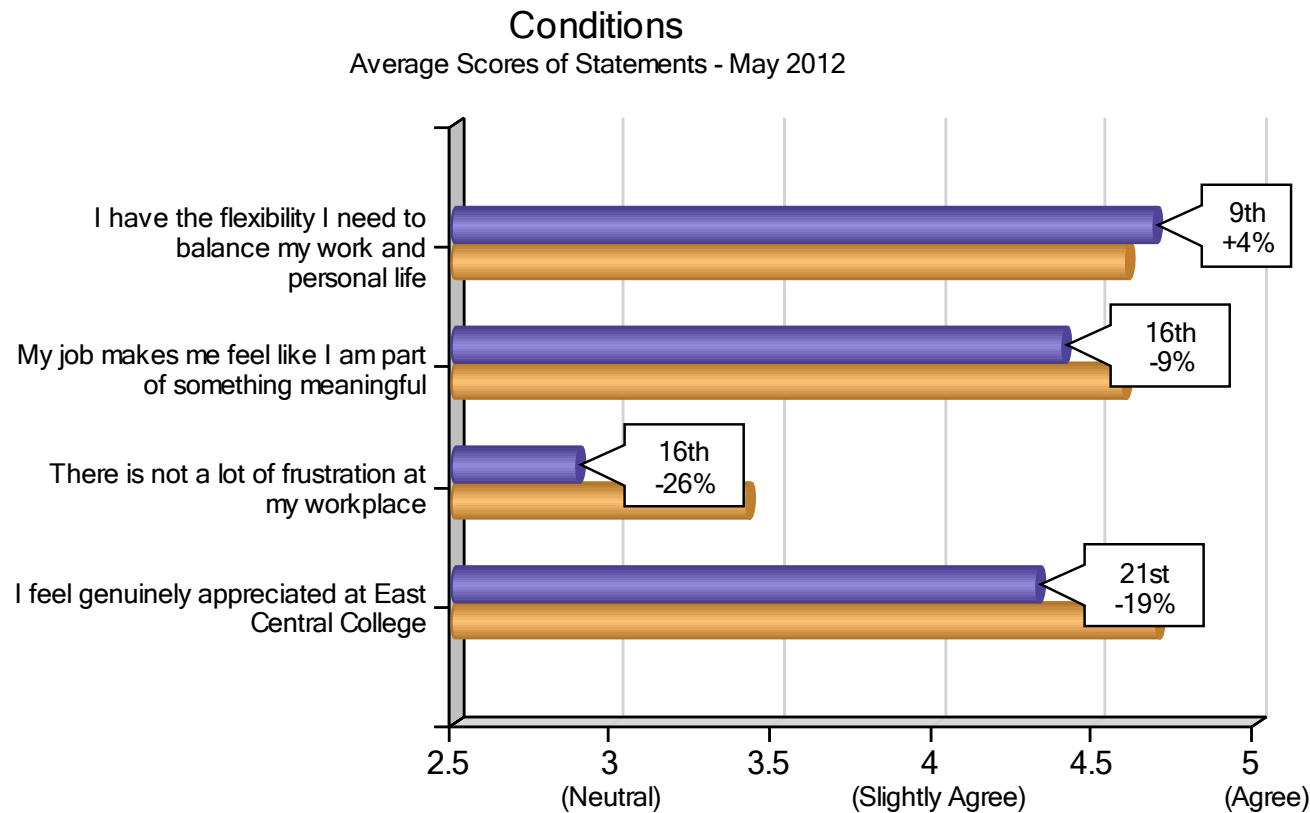


## Pay & Benefits

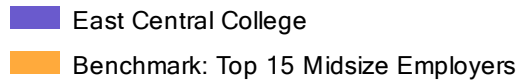
- My pay is fair for the work I do
- My benefits package is good compared with others in this industry

# Top Ranking Factor - Conditions

The **blue** bars on this chart show **East Central College's** average score on each statement. The **gold** bars provide a benchmark of the average score on each statement of the **midsize** organizations named to the Top Workplaces list.

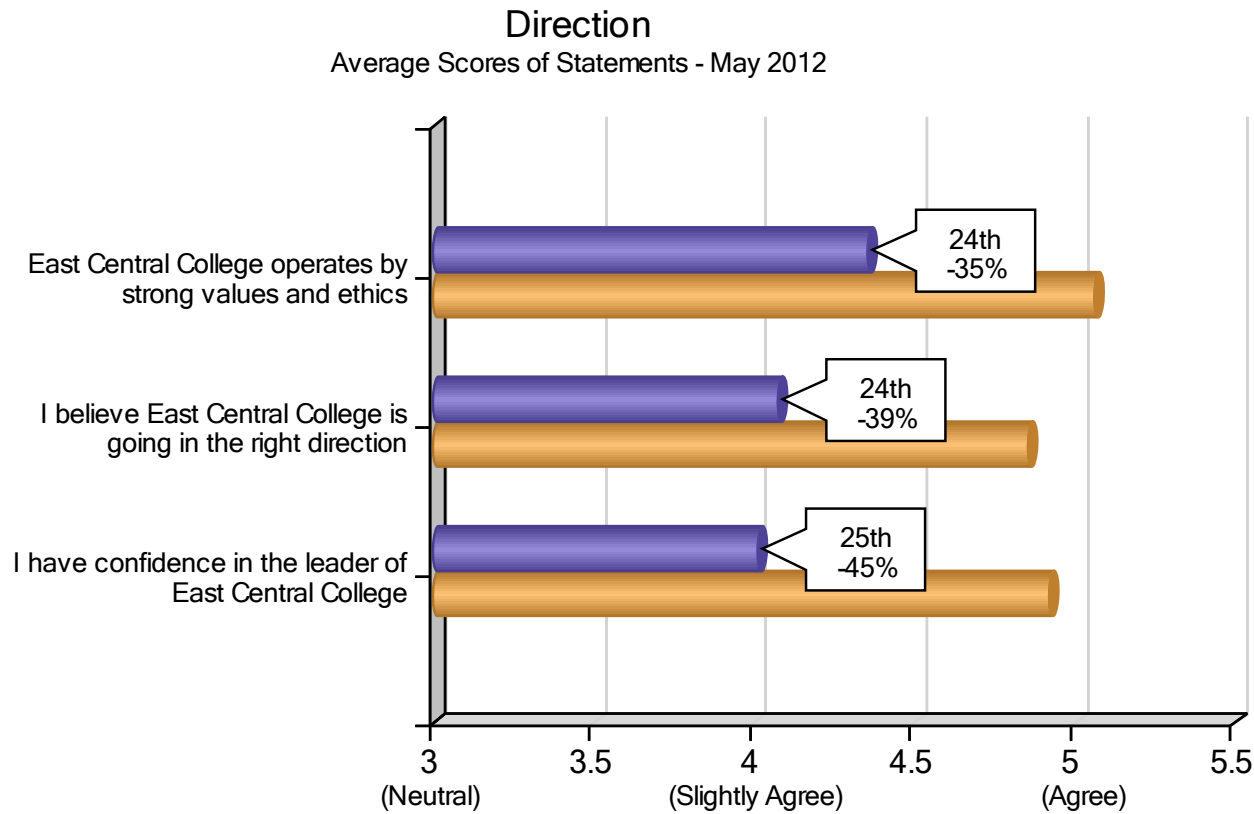


The rank shows the position your organization came in each factor out of 30 organizations in the midsize employer category.

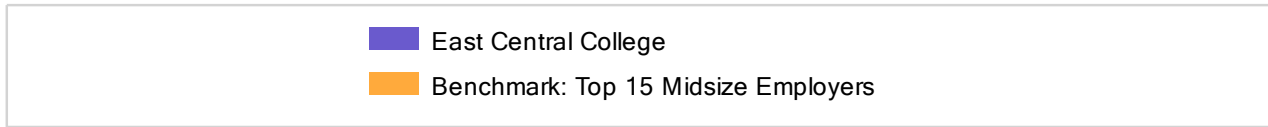


# Bottom Ranking Factor - Direction

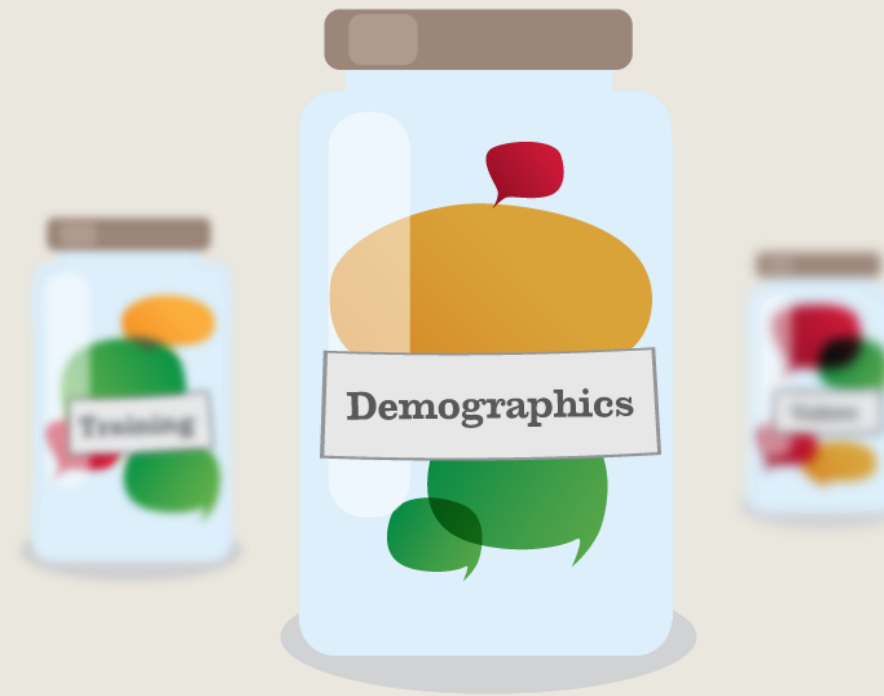
The **blue** bars on this chart show **East Central College's** average score on each statement. The **gold** bars provide a benchmark of the average score on each statement of the **midsize** organizations named to the Top Workplaces list.



The rank shows the position your organization came in each factor out of 30 organizations in the midsize employer category.



# 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 rank shows the position for this demographic when compared to the same demographic across the **30** organizations in the **midsize** employer category.

## 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 (13<sup>th</sup>)**

## Tenure

More than 15 years

10 to 15 years

 **5 to 10 years (25<sup>th</sup>)**

3 to 5 years

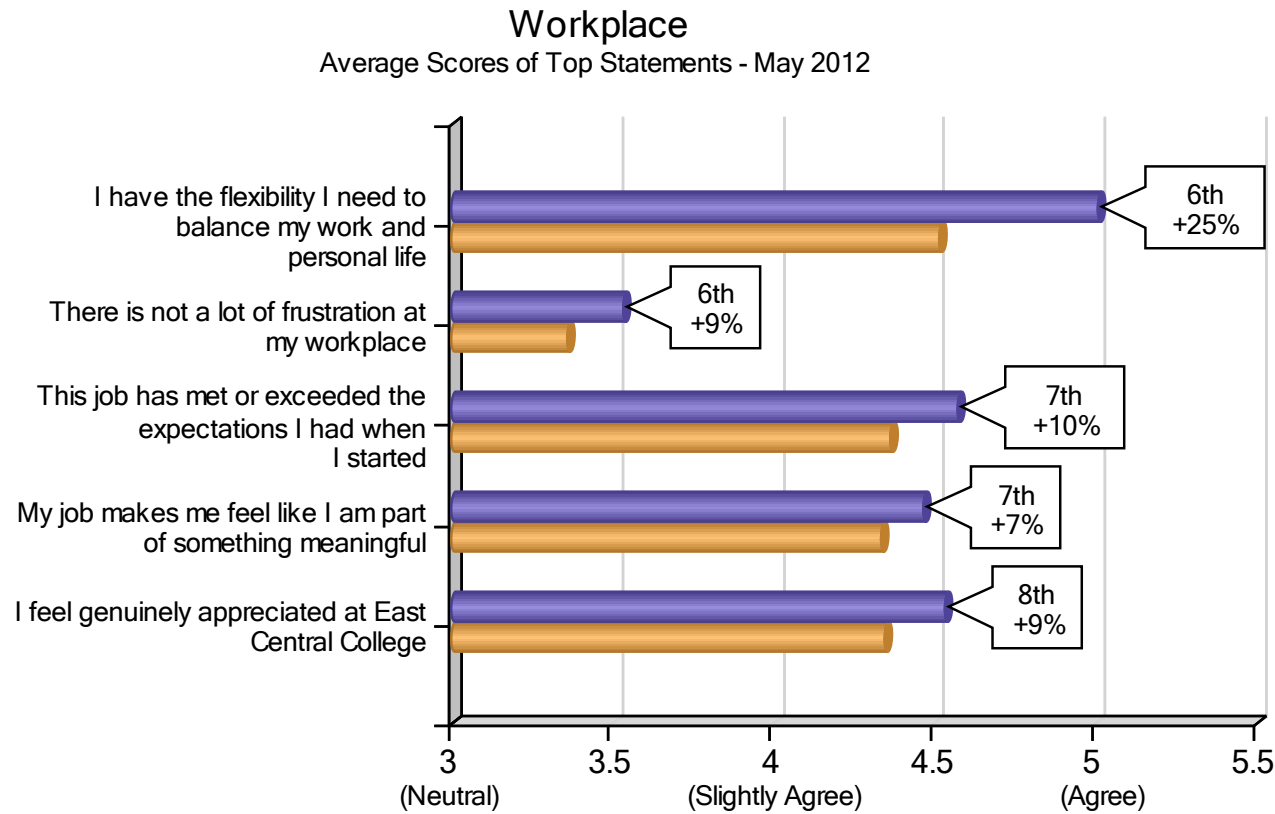
1 to 3 years

6 to 12 months

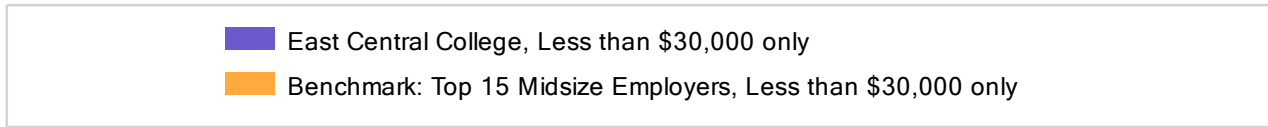
Less than 6 months

# Top Demographic - Less than \$30,000 salary band

The **blue** bars show the top statement scores for the Less than \$30,000 salary band at **East Central College**. The **gold** bars provide a benchmark of the responders in this demographic at the **midsize** organizations named to the Top Workplaces list.



The rank shows the position this demographic came in each statement versus the same demographic across the 30 organizations in the midsize employer category.





# Results by Department



# Summary 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:

**Financial Aid (+39%)**



## Bottom Scoring Department:

**Biology (-28%)**

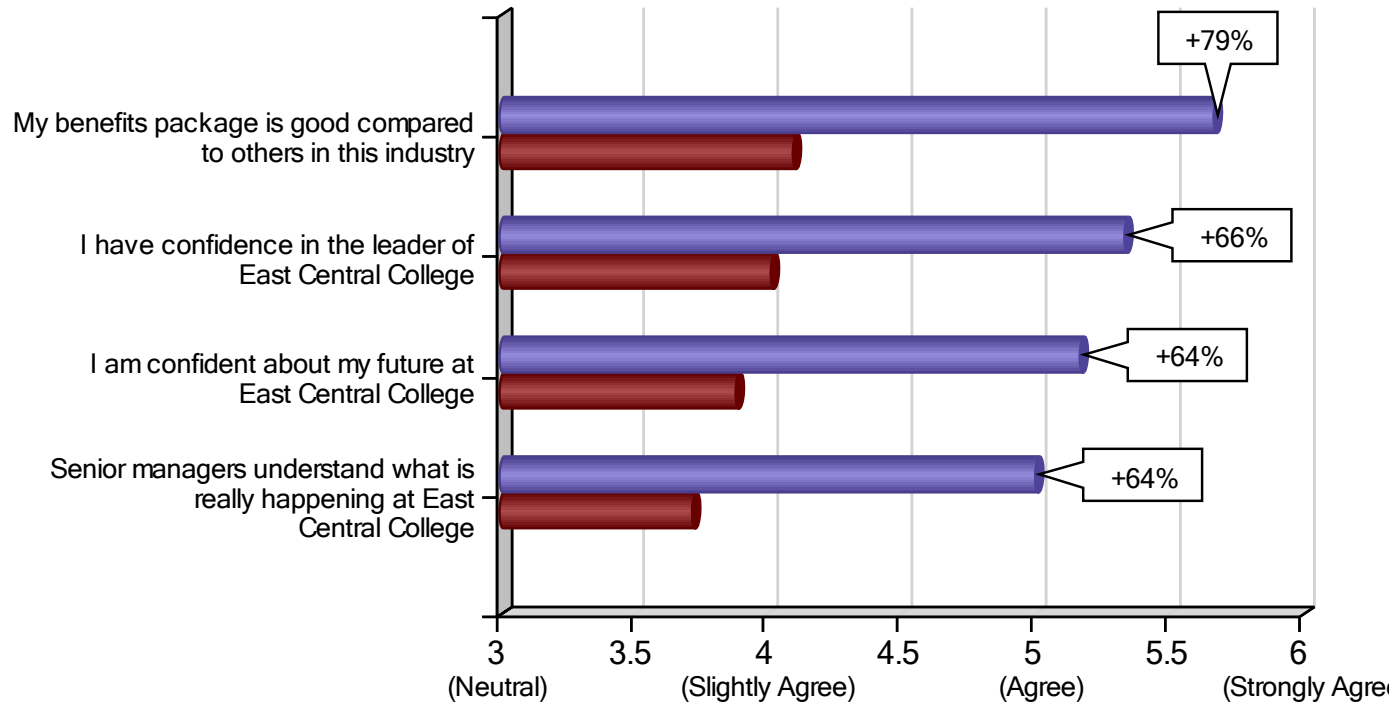
## Other Departments:

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

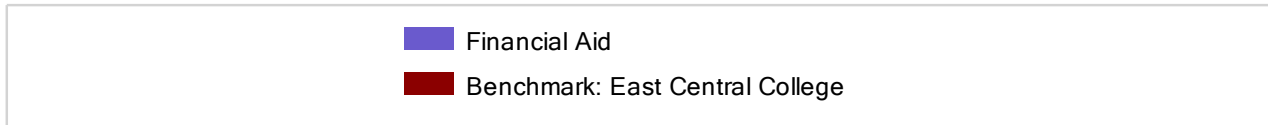
# Top Department - Financial Aid

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

Workplace  
Average Scores of Top Statements - May 2012



This chart compares the scores at your Top scoring department against the average scores for your whole organization.




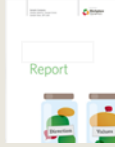



# Results Packages



# Results Packages

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

<p><b>FREE REPORT</b> </p> 	<p><b>IN-DEPTH RESULTS</b></p>  	<p><b>EXPERT SUPPORT</b></p> 
<p><b>Summary Report (FREE)</b>                      Every company that completes the WorkplaceDynamics survey receives this free summary report. The report highlights top and bottom scoring areas, benchmarked against peer organizations.</p>	<p><b>Business Insight Package</b></p> <ul style="list-style-type: none"> <li>• Overview report: Top level results benchmarked against peer organizations</li> <li>• Comments: targeted ideas from employees</li> <li>• Online results tool: ability to drill-down into your results</li> </ul> <p style="text-align: right;"><b>\$3,550</b></p>	<p><b>Expert Support Package</b>                      Includes all elements of the Management Intelligence Package plus support and analysis from a Workplace Expert:</p> <ul style="list-style-type: none"> <li>• Discussion of results</li> <li>• Customized report with executive summary</li> <li>• Two web presentations</li> <li>• Addition of custom demographics</li> <li>• Year-round support</li> </ul> <p style="text-align: right;"><b>\$12,500</b></p>
<p style="text-align: center;"><b>OR</b></p> <p><b>Management Intelligence Package</b>                      Includes results analyzed by department.</p> <p style="text-align: right;"><b>\$4,950</b></p>		

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Top Workplaces Program

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