

Summary Results Report

East Central College

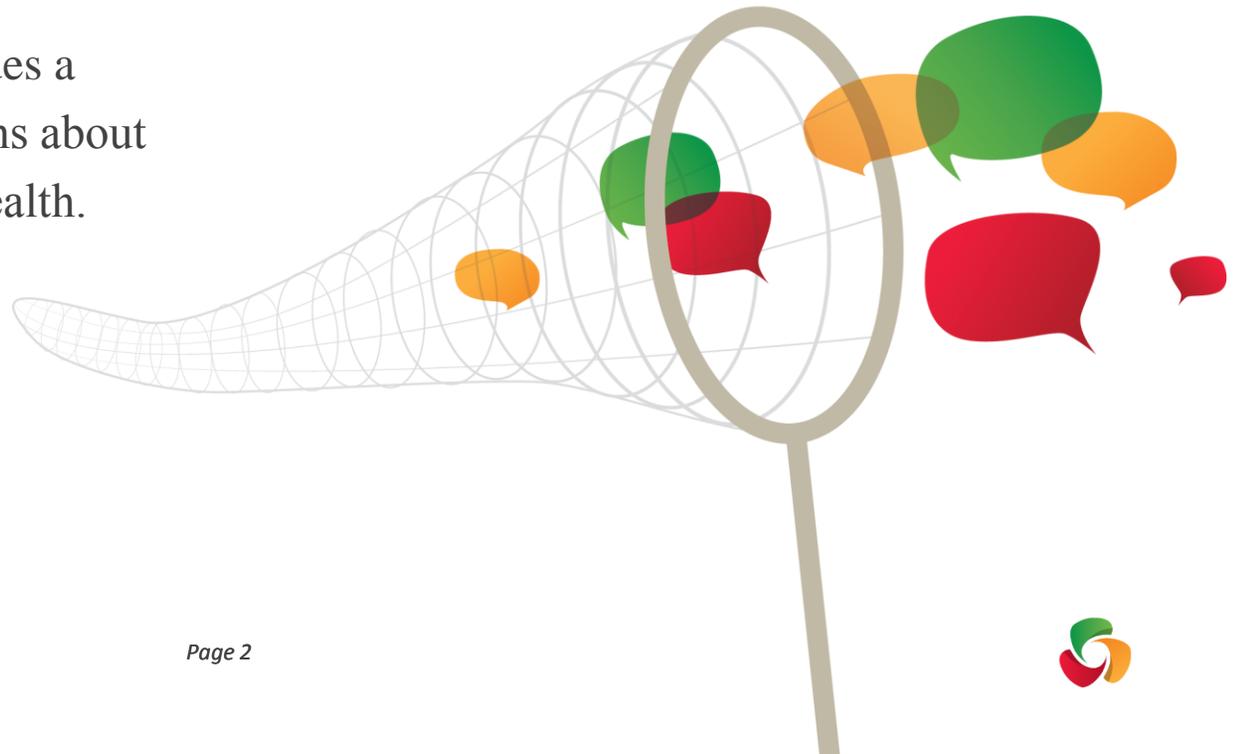
1964 Prairie Dell Rd, Union, MO 63084



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™.



Alignment



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 **April 6, 2015 and April 21, 2015**

226 employees responded to the survey from **423** employees that were invited to complete a survey (giving a response rate of **53%**). This is made up of:

Online Surveys: 226 responders from 423 invitees

Paper Surveys: 0 responders from 0 invitees

Employees provided approximately **420** 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 more than 6,000 organizations that have surveyed with us over the last year, this national benchmark includes the most current data of peer organizations available. Your **Colleges & Universities - 2015** benchmark includes **38** companies.



Survey Factor and Statement Summary

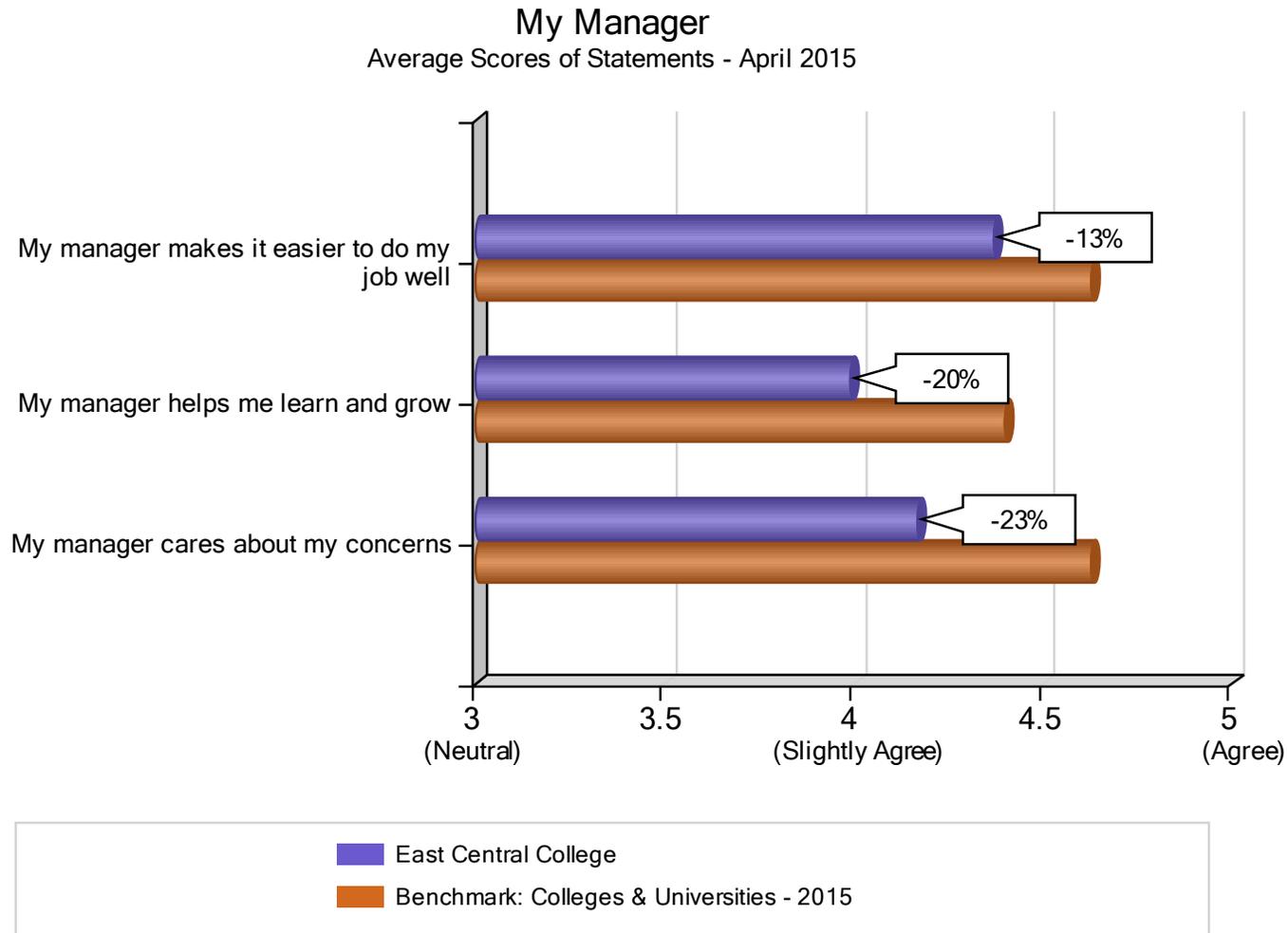
Below are the workplace statements asked on the survey grouped into 6 factors. Your highest rated factor in comparison to the “Colleges & Universities - 2015” benchmark is in green, and your lowest is in red.

 OrgHealth™	 My Job
 <h3>Alignment</h3> <ul style="list-style-type: none">• I believe East Central College is going in the right direction• East Central College operates by strong values and ethics• I have confidence in the leader of East Central College	 <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 negativity at my workplace
 <h3>Execution</h3> <ul style="list-style-type: none">• Senior managers understand what is really happening at East Central College• At East Central College, we do things efficiently and well• New ideas are encouraged at East Central College• There is good inter-departmental cooperation 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• East Central College enables me to work at my full potential• I feel well-informed about important decisions concerning 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



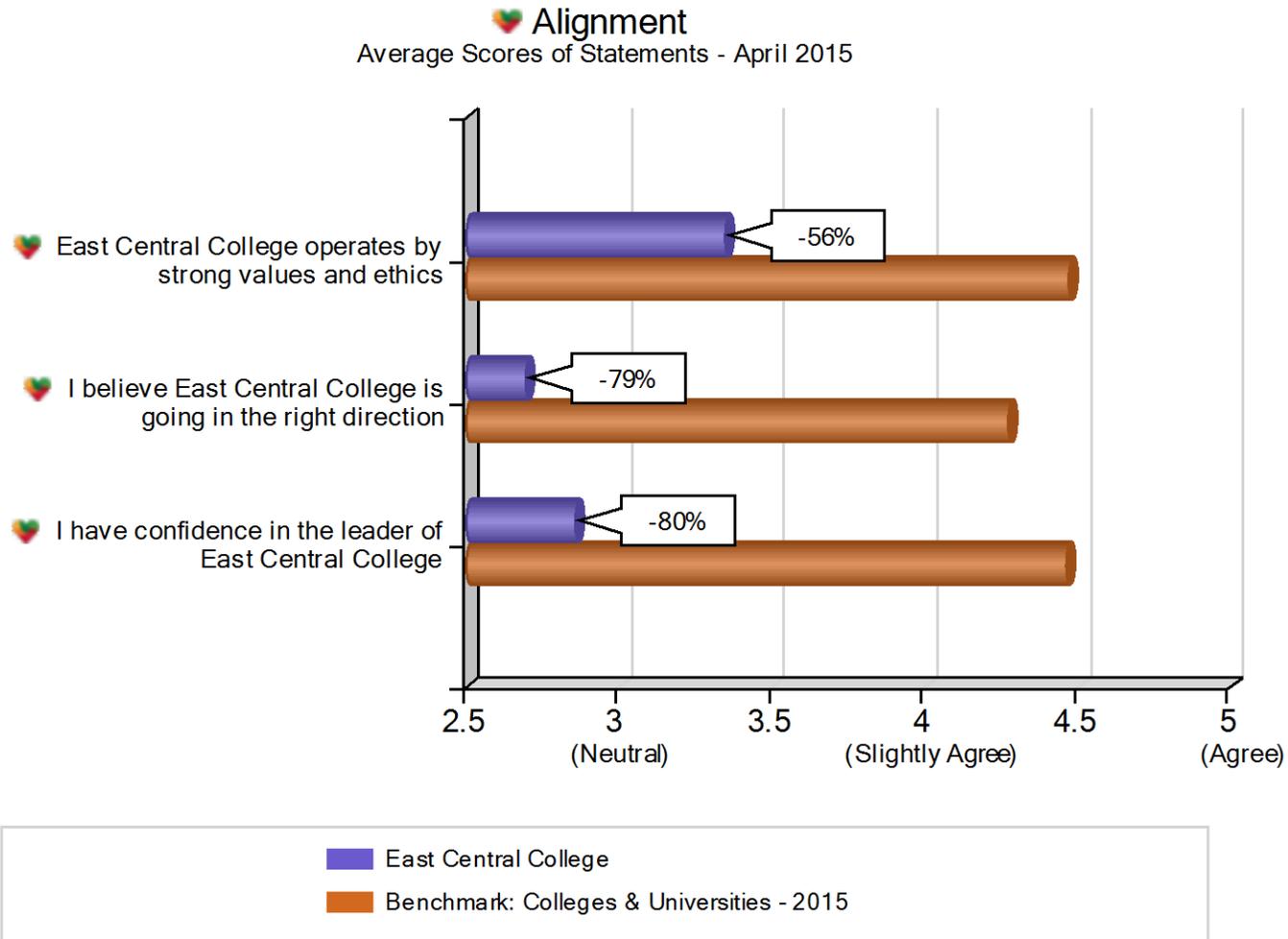
Top Factor - My Manager

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 - 2015**” benchmark.



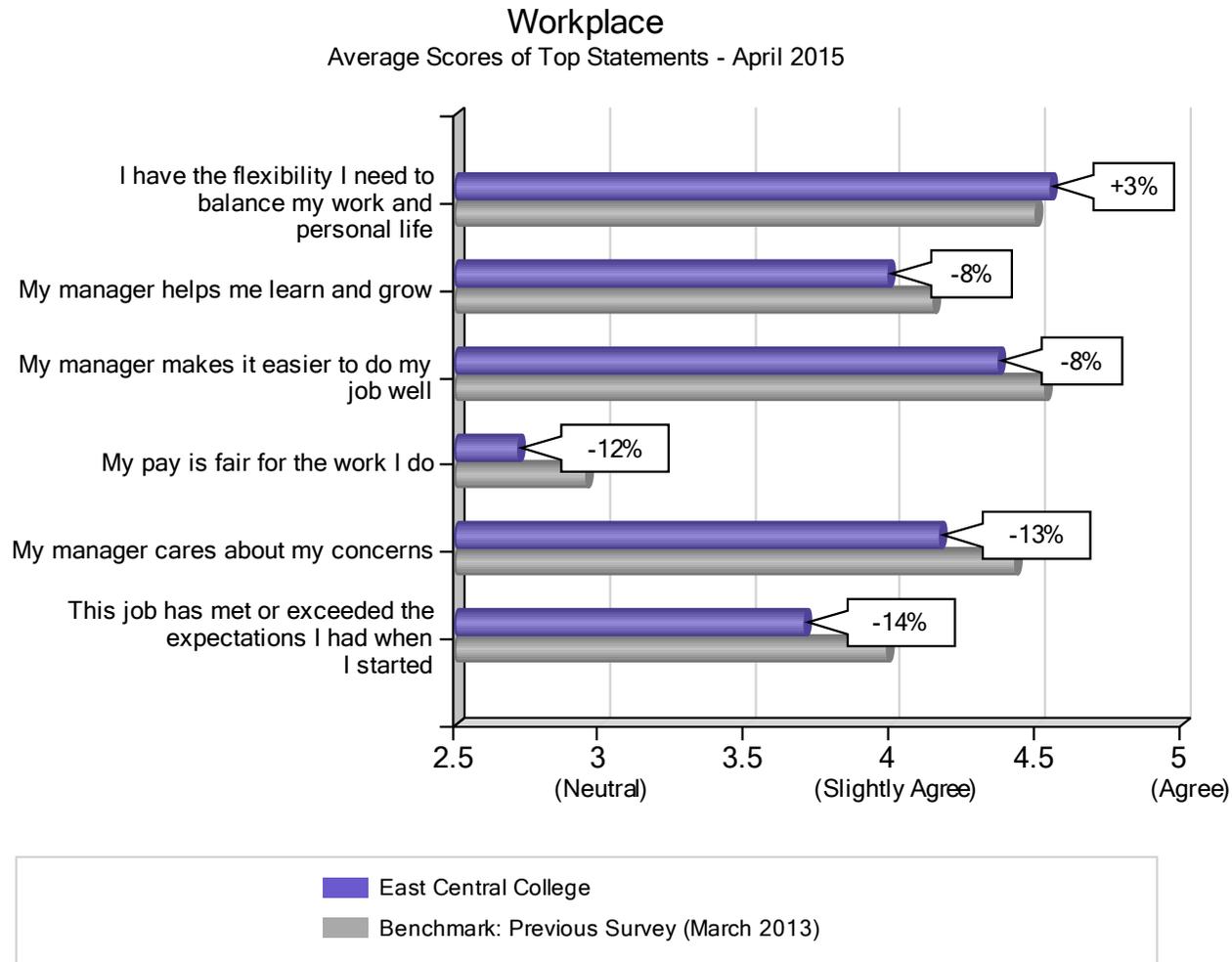
Bottom Factor - Alignment

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 - 2015**” benchmark.

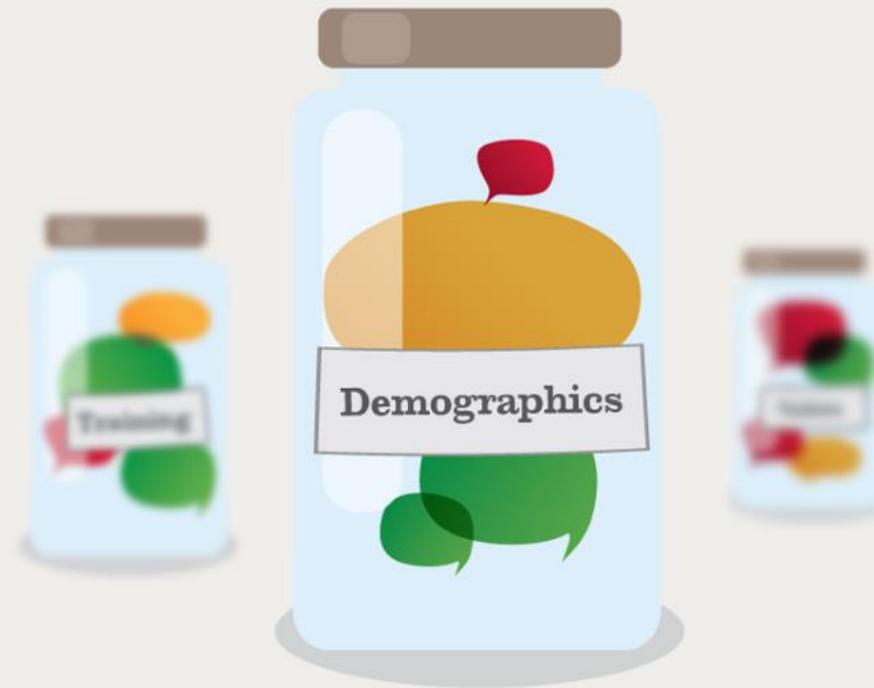


Most Improved Statements

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 - 2015**” 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

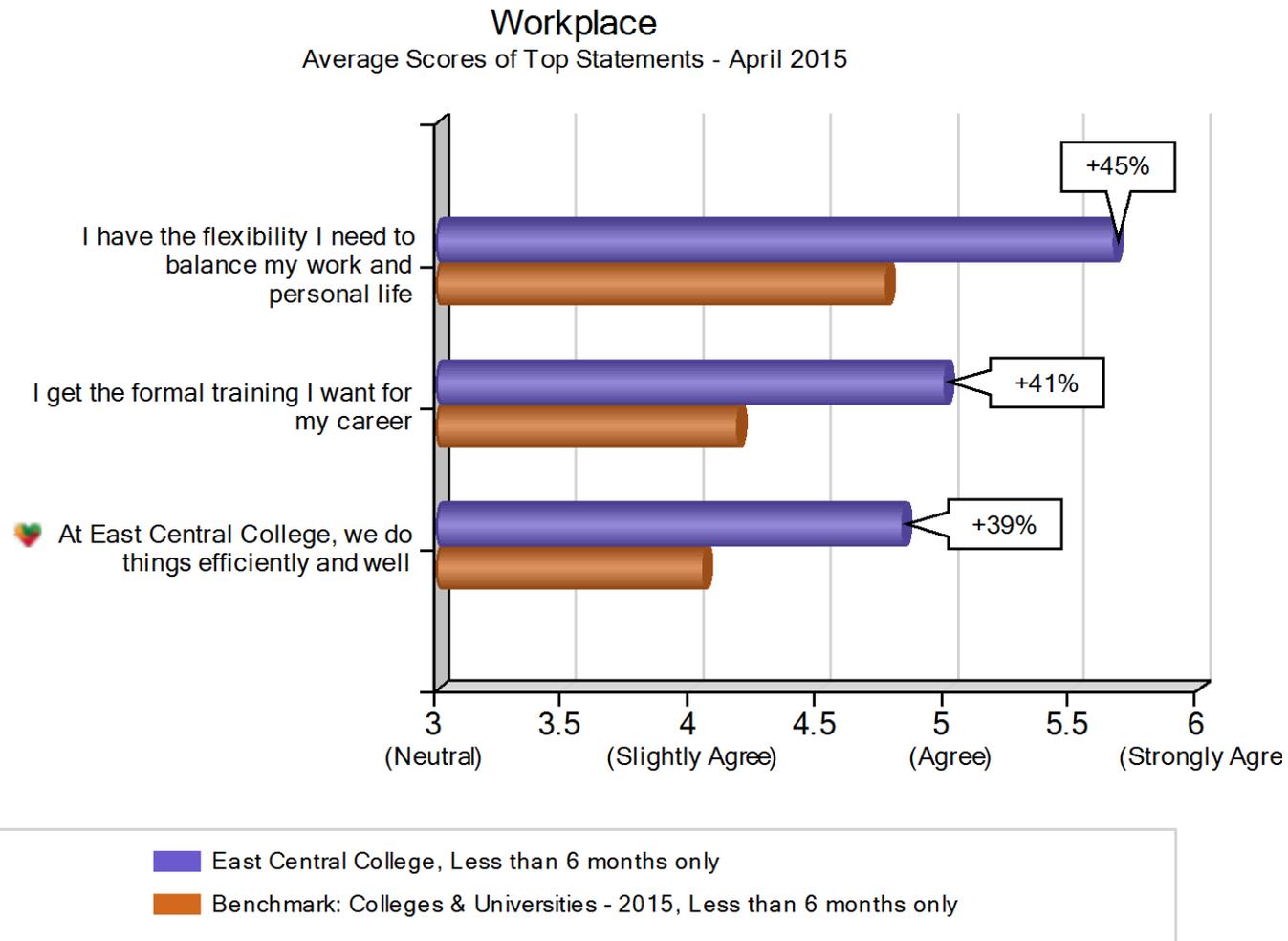
6 to 12 months

 **Less than 6 months**



Top Demographic - Less than 6 months tenure

The **blue** bars show the top statement scores for the “Less than 6 months tenure” demographic group at **East Central College**. The **brown** bars provide a benchmark of the responders in this demographic at the “**Colleges & Universities - 2015**” 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 (+47%)



Bottom Scoring Department:

Science Division (-52%)

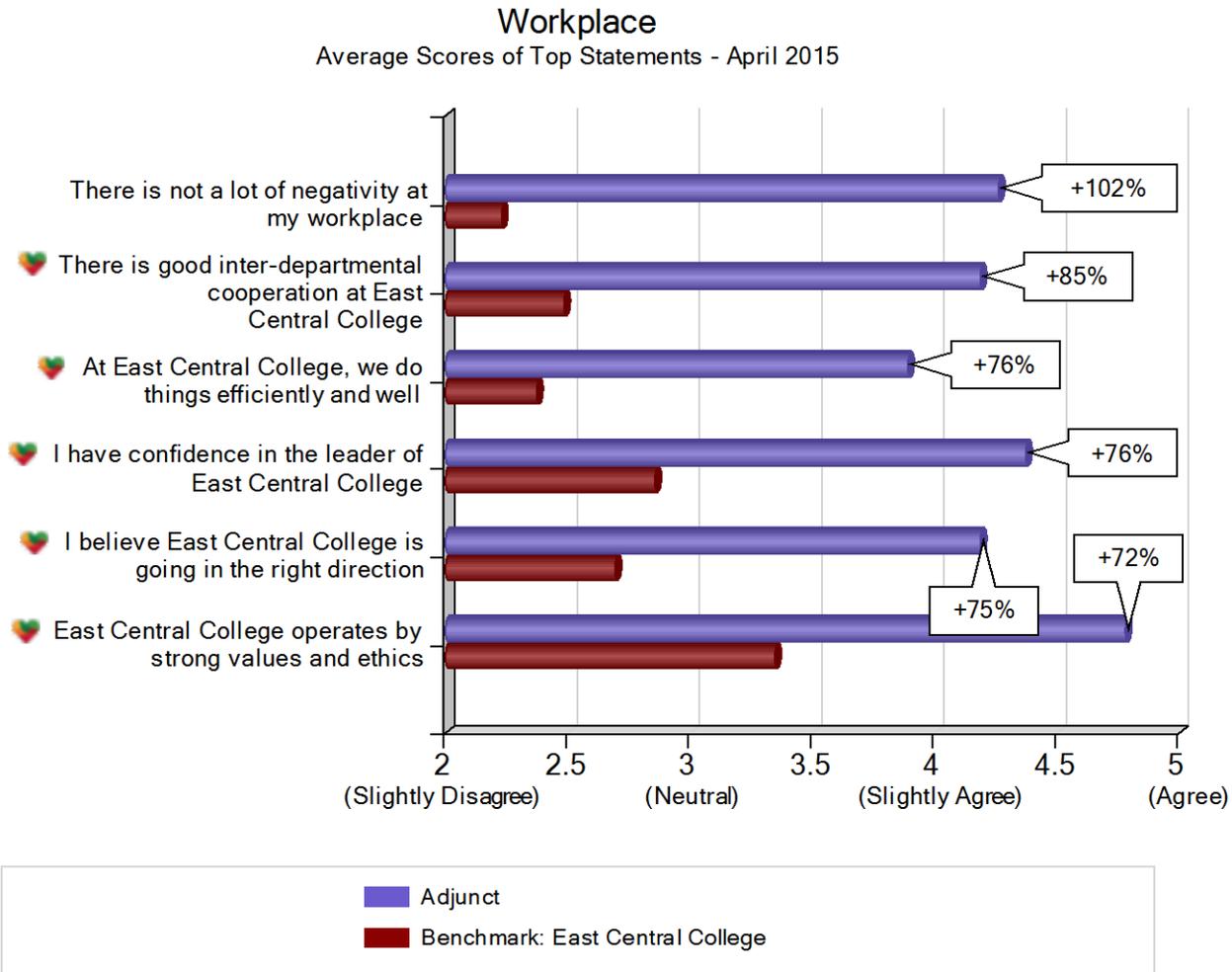
Other Departments:

College President Division
Education, Business and Social Science Division
English, Foreign Language and Philosophy Division
External Relations Division
Finance and Administrative Services
Fine and Performing Arts Division
Instructional Division
Instructional Division - ROLLA
Math Division
Nursing and Allied Health Division
Student Development Division



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

Ready to lift your company's performance? Take advantage of these workplace improvement options:

Business Insight

- Business Insight report: Top level results benchmarked against peer organizations
- Comments: Targeted improvement ideas from employees
- Online results: drill-down into your survey results by demographic

[View Business Insight Report](#)

\$4,550

Management Intelligence

- Vital sign comparisons by department benchmarked against the company average
- Comments by department
- Q&A session: Speak with a Workplace Improvement specialist to learn how to get the most from your data

Includes all Business Insight elements

[View Management Intelligence Report](#)

\$6,450

Expert Support

Our Workplace Improvement team will work hand-in-hand with you to:

- Analyze your results, identifying those insights most critical to your organizational health and company performance
- Synthesize data and comments into practical next steps (includes tailored summary)
- Recommend best practices from companies with high OrgHealth™

Includes all Business Insight and Management Intelligence elements

\$14,500

WorkplaceDynamics' industry experts provide a variety of consulting services.

If you would like help interpreting, communicating, or responding to the results, call us at (800) 405 – 8381 or send an email to info@workplacedynamics.com.



Further Reading

Find out more about WorkplaceDynamics:
www.workplacedynamics.com

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

WorkplaceDynamics, LLC
180 Sheree Blvd., Ste 2000 | Exton, PA 19341
Tel: (484) 323-6300
Email: info@workplacedynamics.com
www.workplacedynamics.com

©2015 WorkplaceDynamics, LLC

