

# Talent Engage<sup>®</sup>

## Standard Group Report



<b>REPORT GENERATED:</b>	<b>01/02/2009</b>
<b>GROUP CATEGORY:</b>	<b>TOTAL GROUP</b>
<b>GROUP SIZE:</b>	<b>237</b>

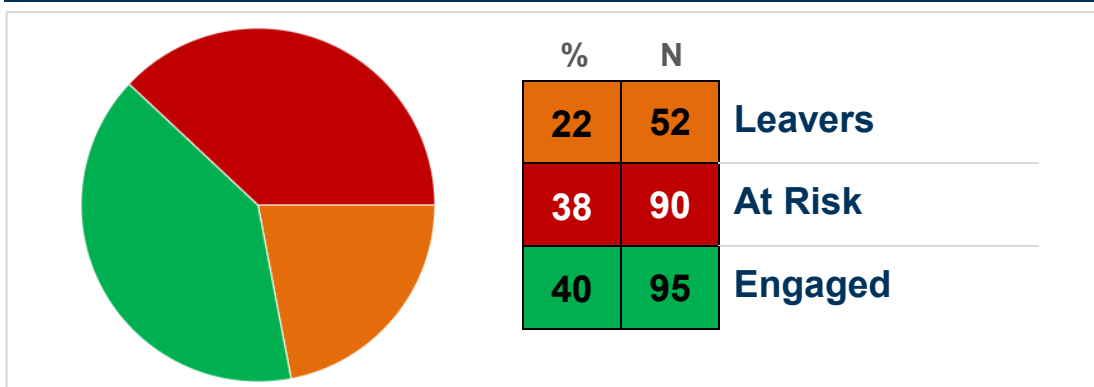
**Note**

This report contains excerpts from the full Talent Engage **Standard Group Report**.

**TalentDrain**  
engagement & retention specialist

The overall level of engagement and career intentions of the report group are described in the Engagement Profile. The Organisational Performance Profile is also shown below.

### 1. Engagement Profile



#### (a) Factors Most Likely to Cause Turnover

%

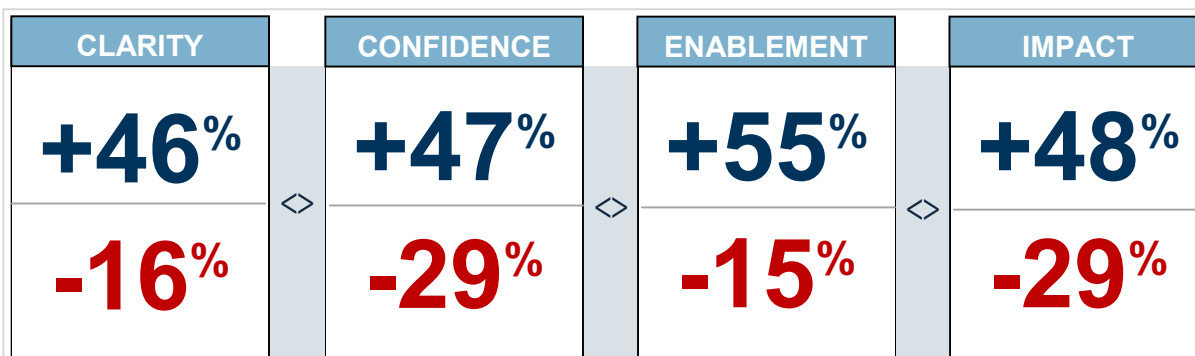
<input checked="" type="checkbox"/>	The pay & benefits package	36
<input checked="" type="checkbox"/>	The nature of the work itself	69
<input checked="" type="checkbox"/>	Relationship between employees and management	28
<input checked="" type="checkbox"/>	The degree of autonomy in your role	31
<input checked="" type="checkbox"/>	The match between your expectations and reality	33
<input checked="" type="checkbox"/>	The recent merger/ acquisition	36
<input checked="" type="checkbox"/>	Client Statement n	92

#### (b) What We Do Well (Engaged Employees)

%

<input checked="" type="checkbox"/>	Relationships with your colleagues	78
<input checked="" type="checkbox"/>	Relationships with your line manager	81
<input checked="" type="checkbox"/>	Client Statement n	88

### 2. Organisational Performance Profile



>> Breakdown Group: Total Group (n=237)  
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The following table summarises the **Turnover Drivers** that the 'At Risk' group has identified. Numbers shaded red and outlined represent **25%** or more of respondents.

### Turnover Drivers for Your At Risk Employees (N=90; 38%)

		N	%
<b>S1</b>	The pay & benefits package	22	<b>36.1</b>
<b>S2</b>	Potential for progression through the organisation	8	13.1
<b>S3</b>	Training and development opportunities	13	21.3
<b>S4</b>	Work-life balance	3	4.9
<b>S5</b>	Relationships with your colleagues	2	3.3
<b>S6</b>	The nature of the work itself	42	<b>68.9</b>
<b>S7</b>	Confidence in the organisation	0	0.0
<b>S8</b>	The physical working environment	10	16.4
<b>S9</b>	Relationship between employees and management	17	<b>27.9</b>
<b>S10</b>	What we do as an organisation	8	13.1
<b>S11</b>	The degree of autonomy in your role	19	<b>31.1</b>
<b>S12</b>	Relationship with your line manager	10	16.4
<b>S13</b>	The match between your expectations and reality	20	<b>32.8</b>
<b>S14</b>	Harassment / bullying	1	1.6
<b>S15</b>	Your vocational choice (made a mistake)	8	13.1
<b>C1</b>	The recent merger/ acquisition	22	<b>36.1</b>
<b>C2</b>	<i>Client Statement 2</i>	15	24.6
<b>Cn</b>	<i>Client Statement n</i>	56	<b>91.8</b>
<b>S16</b>	None of the above	8	13.1
<b>S17</b>	Other	10	16.4

#### Note

- Factors **S1** to **S17** are standard TalentDrain content used in all configurations of Talent Engage. They include TalentDrain's core model of 12 areas known to affect Employee Engagement.
- Factors **C1** to **Cn** are client-specific factors.

>> **Breakdown Group:** Total Group (n=237)  
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This group of people currently have a high level of commitment and engagement. These **Retention Drivers** are summarised in the following table. Numbers shaded green and outlined represent **75%** or more of respondents.

### Retention Drivers for Your Engaged Employees (N=95; 40%)

		N	%
<b>S1</b>	The pay & benefits package	8	12.5
<b>S2</b>	Potential for progression through the organisation	7	10.9
<b>S3</b>	Training and development opportunities	22	34.4
<b>S4</b>	Work-life balance	29	45.3
<b>S5</b>	Relationships with your colleagues	50	<b>78.1</b>
<b>S6</b>	The nature of the work itself	3	4.7
<b>S7</b>	Confidence in the organisation	20	31.3
<b>S8</b>	The physical working environment	10	15.6
<b>S9</b>	Relationship between employees and management	13	20.3
<b>S10</b>	What we do as an organisation	1	1.6
<b>S11</b>	The degree of autonomy in your role	5	7.8
<b>S12</b>	Relationship with your line manager	41	<b>81.0</b>
<b>C1</b>	The recent merger/ acquisition	28	44.6
<b>C2</b>	<i>Client Statement 2</i>	22	34.4
<b>Cn</b>	<i>Client Statement n</i>	56	<b>87.5</b>
<b>S13</b>	None of the above	3	4.7
<b>S14</b>	Other	10	15.6

#### Note

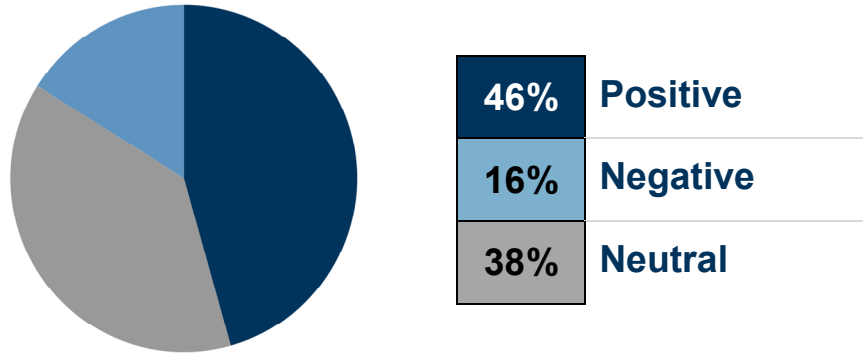
- Factors **S1** to **S14** are standard TalentDrain content used in all configurations of Talent Engage. They include TalentDrain's core model of 12 areas known to affect Employee Engagement.
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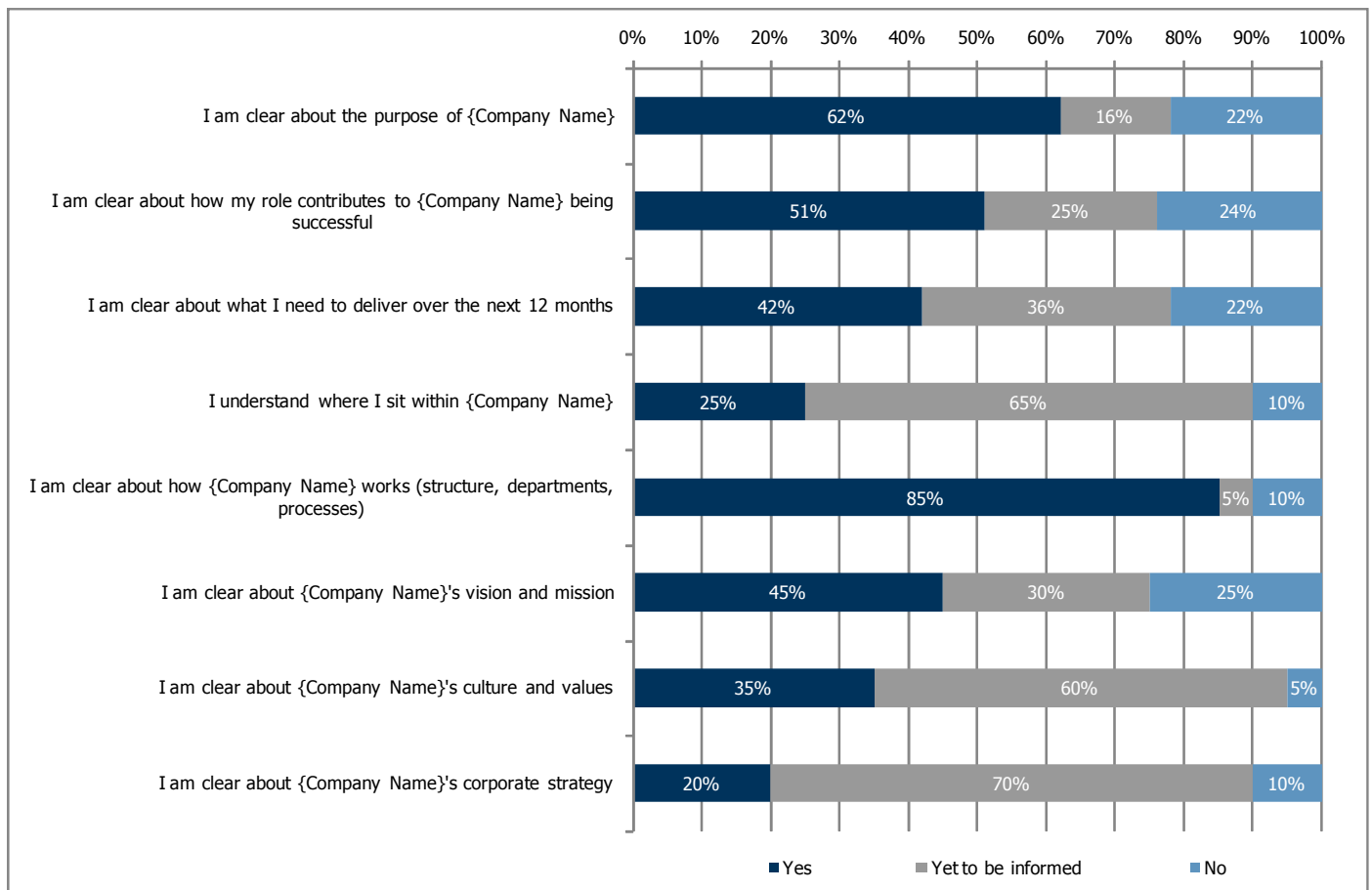
This section defines how clear people are about the future direction and vision of the organisation, how the organisation is structured and their role and responsibilities within it. High negative scores are likely to indicate a lack of focus and clarity on priorities.

### 1. Organisational Performance Profile – Clarity

#### (a) Overall



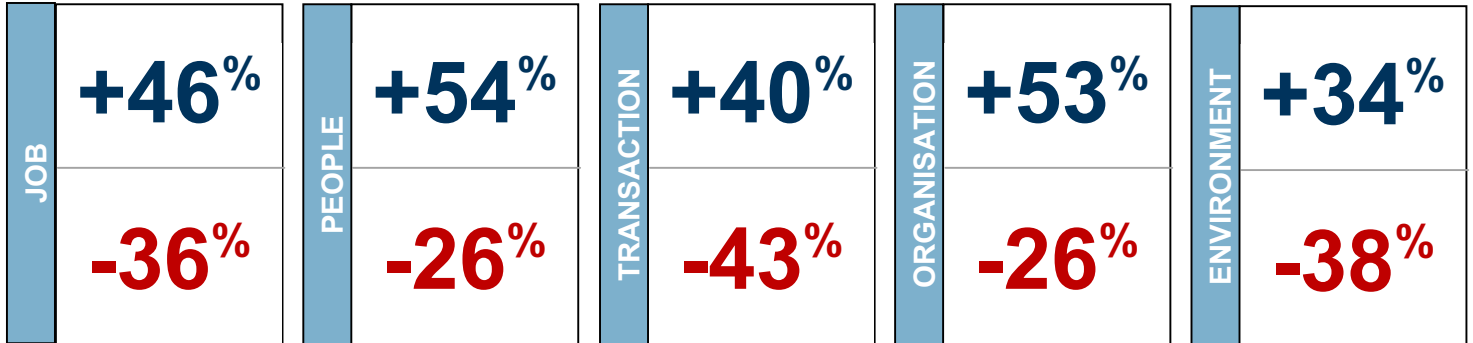
#### (b) Detail



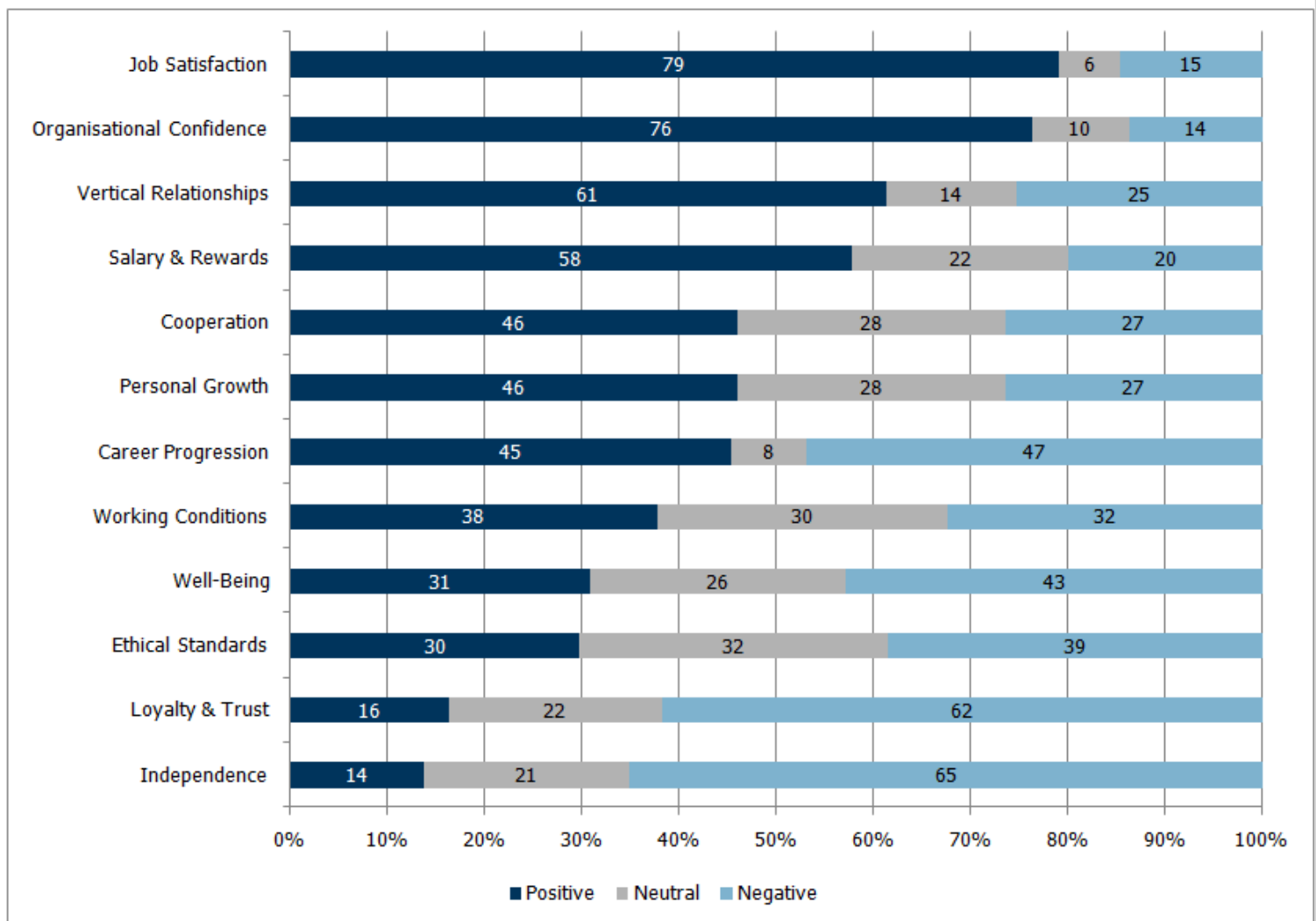
>> Breakdown Group: Total Group (n=237)  
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This section sets out how satisfied your people are across twelve work related areas known to influence employee engagement and organisational commitment. Results are shown below by high-level clusters and by the work areas ranked in order of satisfaction.

### 1. Satisfaction by Cluster



### 2. Satisfaction by Work Area



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This section sets out how satisfied your people are across twelve work related areas known to influence employee engagement and organisational commitment. Responses to the statements are summarised as:

✓	The percentage of candidates responding <b>positively</b> to the statement. Numbers shaded and outlined represent <b>80%</b> or more of respondents.
<>	The percentage of respondents who are <b>unsure</b> or where the statement does not apply.
⊗	The percentage of candidates responding <b>negatively</b> to the statement. Numbers shaded and outlined represent <b>40%</b> or more of respondents.

### 1. Satisfaction with The Job

		✓	<>	⊗
<b>Personal Growth</b>	I have been provided with good training opportunities to develop my skills	32	32	36
	My work is not challenging enough for me	36	32	32
	I do not feel I will be able to fulfil my potential working here	80	12	8
	The organisation identifies the training and development needs of employees	36	34	30
<b>Job Satisfaction</b>	My work is meaningful to me	82	9	9
	My job is the type of work I really enjoy	85	9	6
	I find my work satisfying	60	2	38
	I consider my job important	89	5	6
<b>Independence</b>	I am able to approach my work in my own way	6	12	82
	I set my own goals at work	12	22	67
	I am not given enough responsibility for my work	8	19	73
	I am free to experiment with new ways of doing my job	29	32	39

### 2. Satisfaction with The People

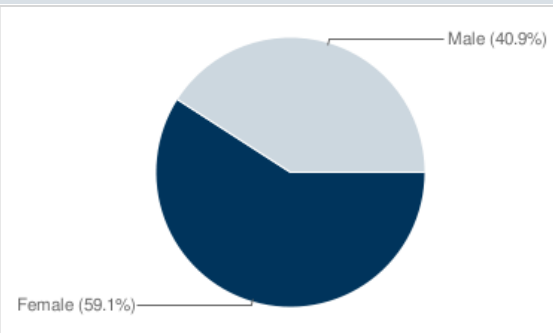
		✓	<>	⊗
<b>Cooperation</b>	I am part of a co-operative team at work	32	32	36
	People help each other out when things get hectic	36	32	32
	People value the contribution of each individual	80	12	8
	A sense of community is lacking where I work	36	34	30
<b>Vertical Relationship</b>	My manager is approachable when I need him/her	30	34	36
	My manager is a motivating person to work for	85	9	6
	My manager sets a good example of behaviour	60	2	38
	My manager takes the time to provide feedback on my performance	70	9	21

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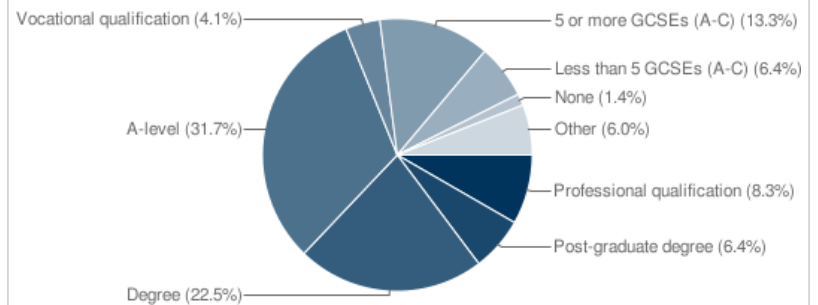
This section describes some of the demographic and organisational characteristics of the report group.

## Group Profile

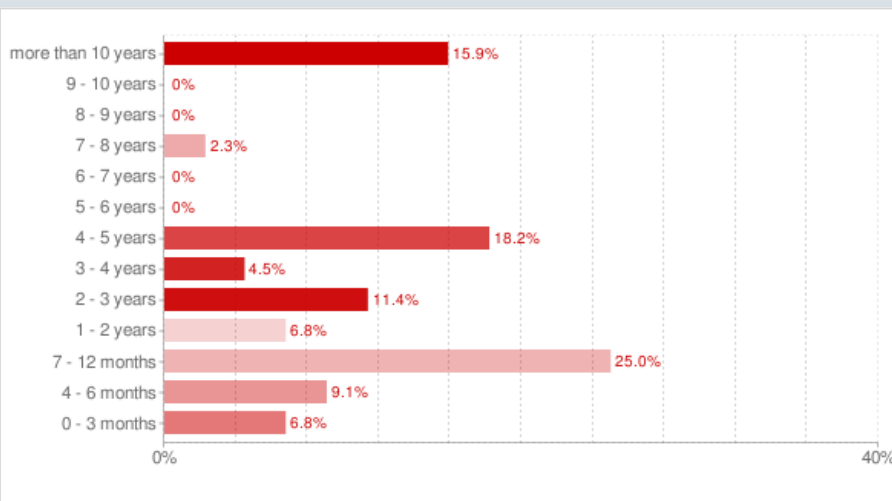
### Gender



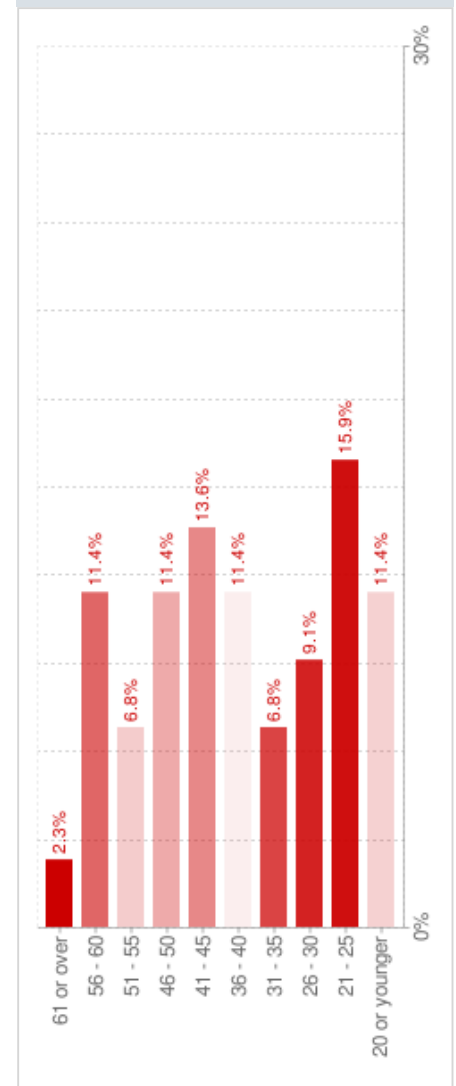
### Education



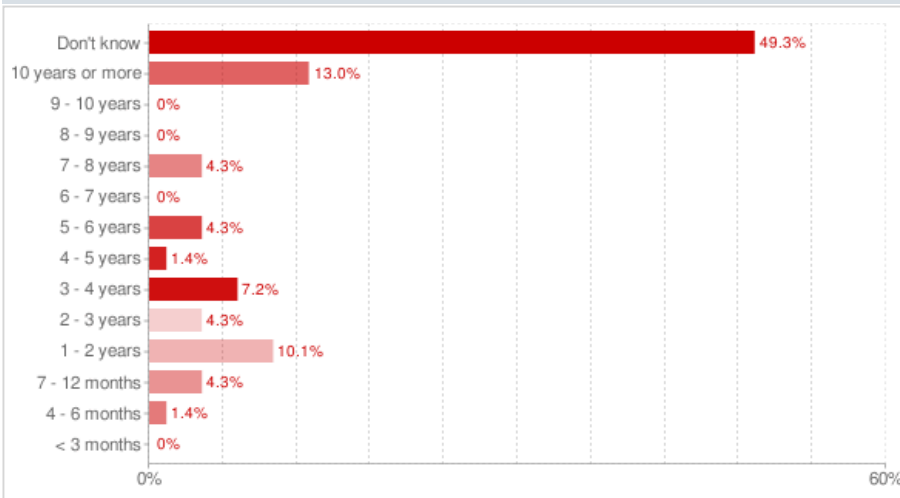
### Tenure



### Age



### Intending to Stay



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This section expresses what your employees are feeling and thinking in their own words and provides an additional level of insight and understanding into the results detailed in the earlier sections.

## Free Text Comments

Navigate by choosing question:

1. What do you enjoy most about your job or where you work?
2. What do you dislike most about your job or where you work?
3. What would enable you to perform your role even better than you already do?

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