

Unify™

Standard Group Report



REPORT GENERATED:	07/03/2008
GROUP CATEGORY:	TOTAL ORGANISATION
GROUP SIZE:	161

Client
Logo

TalentDrain
engagement & retention specialist

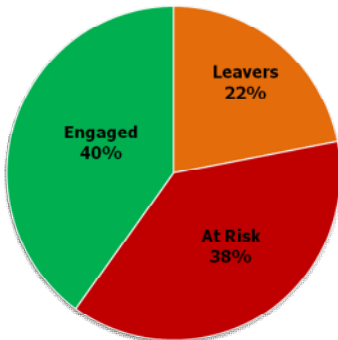
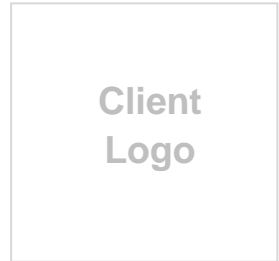
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The overall level of engagement and career intentions of the report group are described in the Engagement Profile. The current merger and acquisition status is depicted in the Performance Readiness Profile. Use the help icons for more detail.

1. Engagement Profile



22	36	Leavers
38	61	At Risk [WHERE]
40	64	Engaged



(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"/>	Client Statement 1	36
<input checked="" type="checkbox"/>	Client Statement n	92

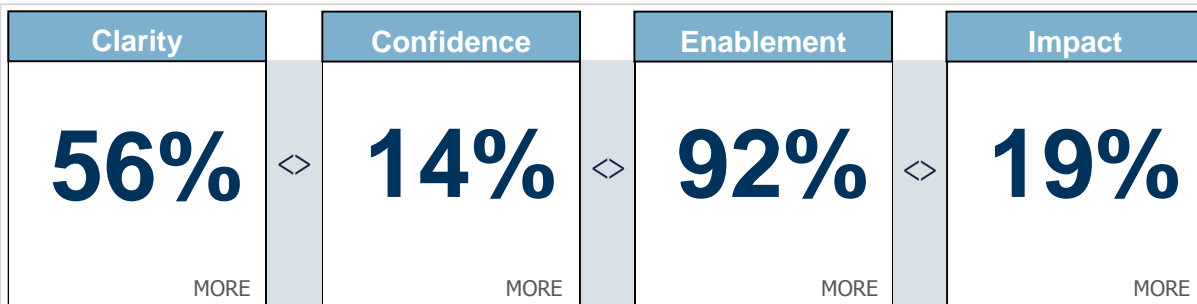


(b) What We Do Well %

<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. Performance Readiness Profile



>> Breakdown Group: Total Group (n=61)
 >> Report Generated: 12/11/2008 14:25:15

The following table summarises the **Turnover Drivers** that the 'At Risk' group has identified:

Turnover Drivers for Your At Risk Employees (N=61; 38%)

?

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

Score above 25%.

Note

- Factors **S1** to **S15** are standard TalentDrain content used in all configurations of Unify. 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=61)
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This group of people see you as a longer term employer. It is very likely that they have had a positive experience during the merger and acquisition. These **Retention Drivers** can be summarised as:

Retention Drivers for Your Engaged Employees (N=64; 40%)

?

		N	%
S1	The pay & benefits package	8	12.5
S2	Potential for progression through the organisation	7	10.9
S3	Training and development opportunities	22	34.4
S4	Work-life balance	29	45.3
S5	Relationships with your colleagues	50	78.1
S6	The nature of the work itself	3	4.7
S7	Confidence in the organisation	20	31.3
S8	The physical working environment	10	15.6
S9	Relationship between employees and management	13	20.3
S10	What we do as an organisation	1	1.6
S11	The degree of autonomy in your role	5	7.8
S12	Relationship with your line manager	41	81.0
C1	<i>Client Statement 1</i>	22	34.4
C2	<i>Client Statement 2</i>	15	23.4
Cn	<i>Client Statement n</i>	56	87.5
S16	None of the above	3	4.7
S17	Other	10	15.6

Score above 75%.

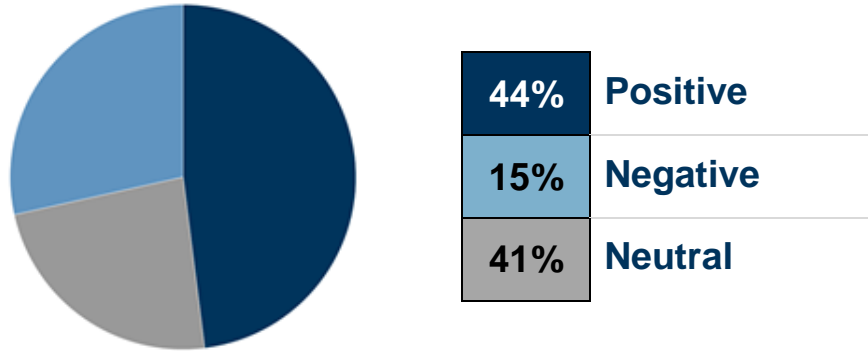
Note

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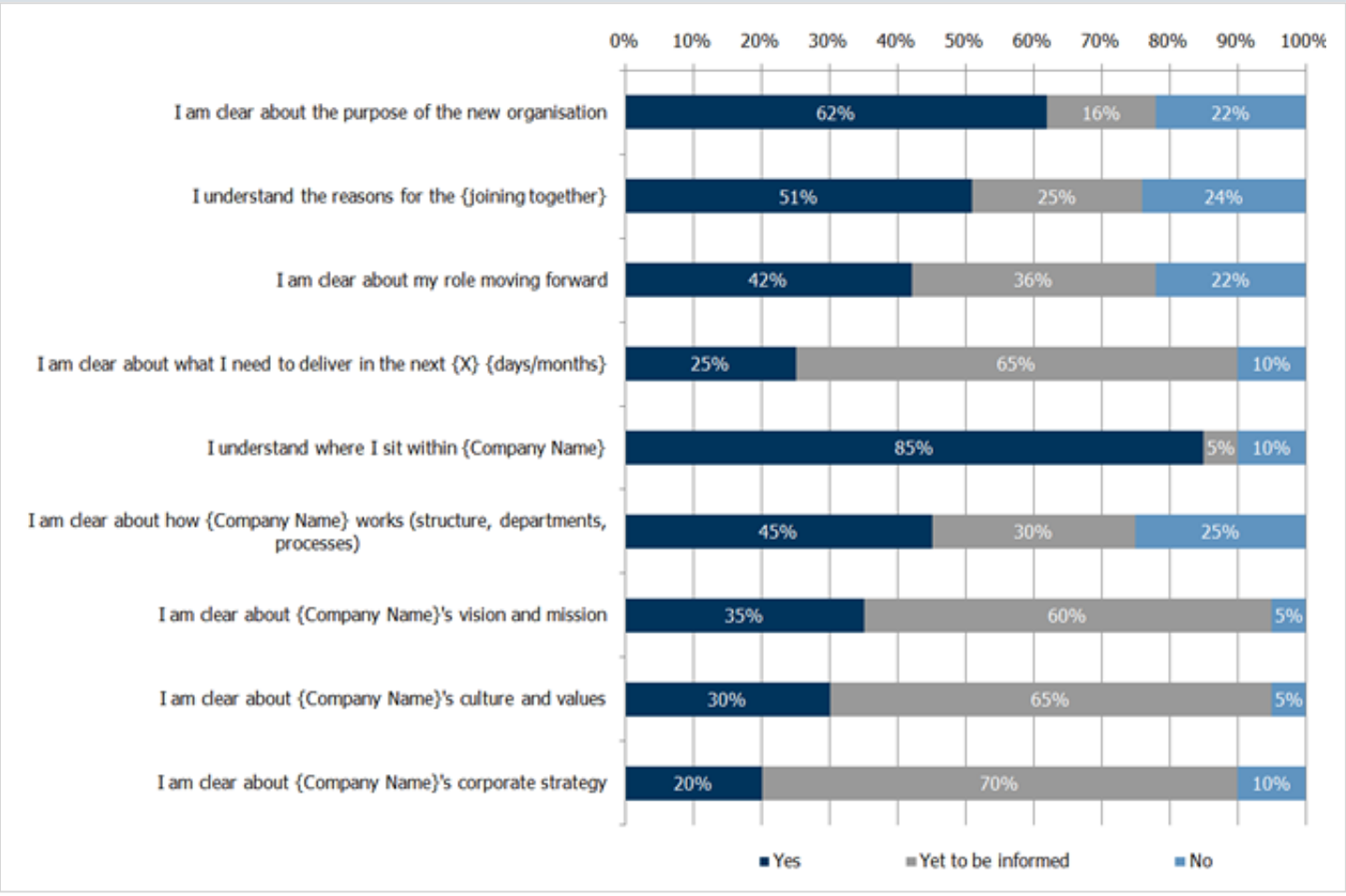
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Organisational Readiness Profile – Clarity

(a) Overall



(b) Detail

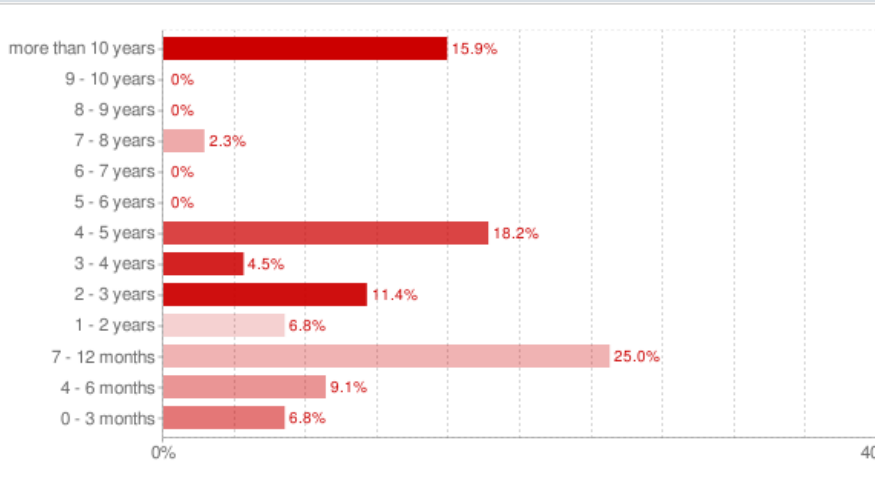


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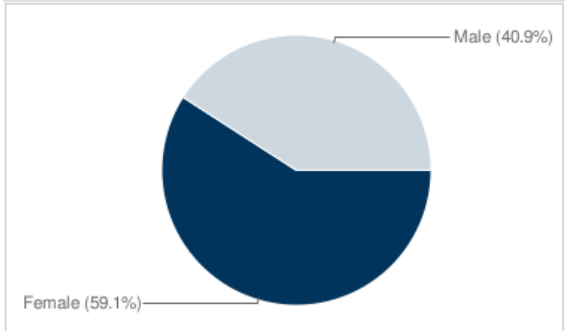
This section describes some of the demographic and organisational characteristics of report group.

Group Profile

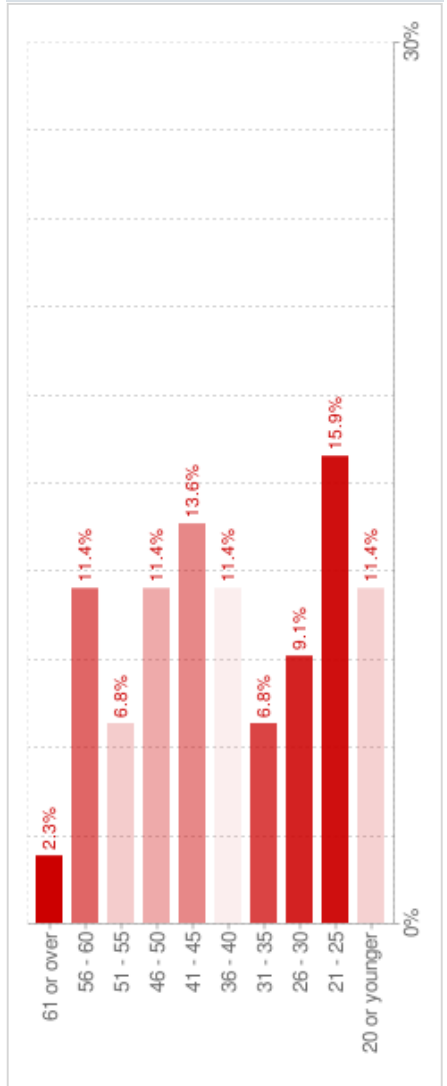
Tenure



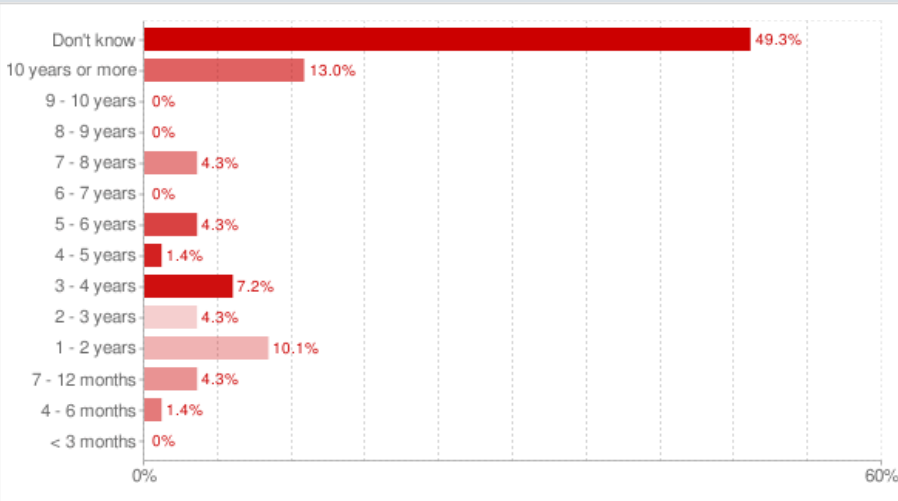
Gender



Age



Intending to Stay



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These free text comments provide a great deal of supporting evidence for the results detailed in the earlier sections of this report.

Free Text Comments

Navigate by choosing question:

1. What do you see as the {potential} negative side of the {joining together}.
2. What do you see as the {potential} positive side of the {joining together}.



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