



Employee Retention Survey

Sample Company, Inc.

Jan 10, 2025

Employee Engagement Goes Beyond Satisfaction

Sample Company, Inc.
Open Date: Jan 10, 2025
Close Date: Jan 24, 2025

of employees: 593
of responses: 537
Response Rate: 91%



SATISFIED

ENGAGED

Satisfied employees feel comfortable and are generally happy that their needs are being met.

Engaged employees feel energized, passionate, and dedicated. They are highly involved with their work and the organization



Average Performance

Optimal Performance

Characteristics

Characteristics

Less likely to help others for the betterment of the organization

Help others for the betterment of the organization

Meet minimum performance requirements

Consistently exceed performance requirements

Generally keep to themselves

Recommend improvement opportunities

Stay at the organization because of what they **get from it**

Stay at the organization for what they **give to it**

Committed to the degree that their needs are met

Have a sense of purpose and pride in their work



Overall Engagement Results

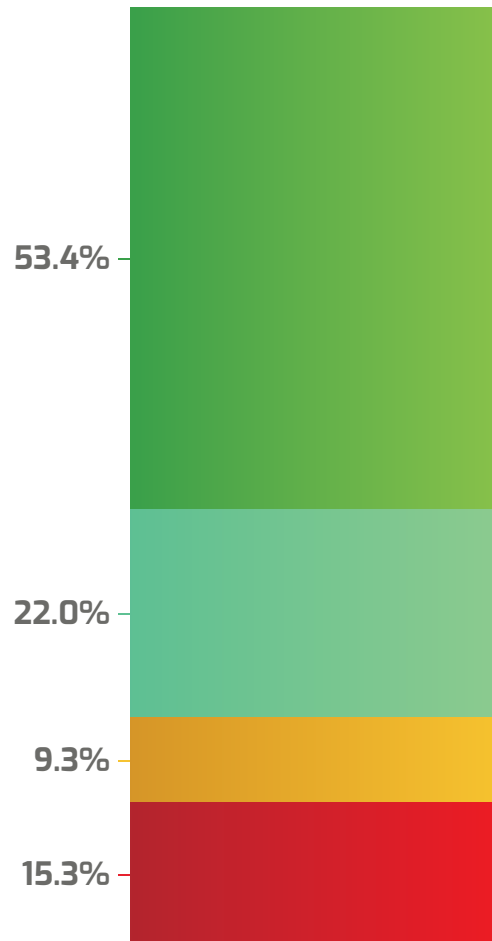
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See the **appendix** in this report for more information on the engagement calculation.

Current Survey



ENGAGED

Engaged employees consistently exceed expectations. They are energized and passionate about their work, leading them to exert discretionary effort to drive organizational performance.

ALMOST ENGAGED

Almost engaged employees sometimes exceed expectations and are generally passionate about their work. At times they exert discretionary effort to help achieve organizational goals.

INDIFFERENT

Indifferent employees are satisfied, comfortable, and generally able to meet minimum expectations. They see their work as “just a job”, prioritizing their needs before organizational goals.

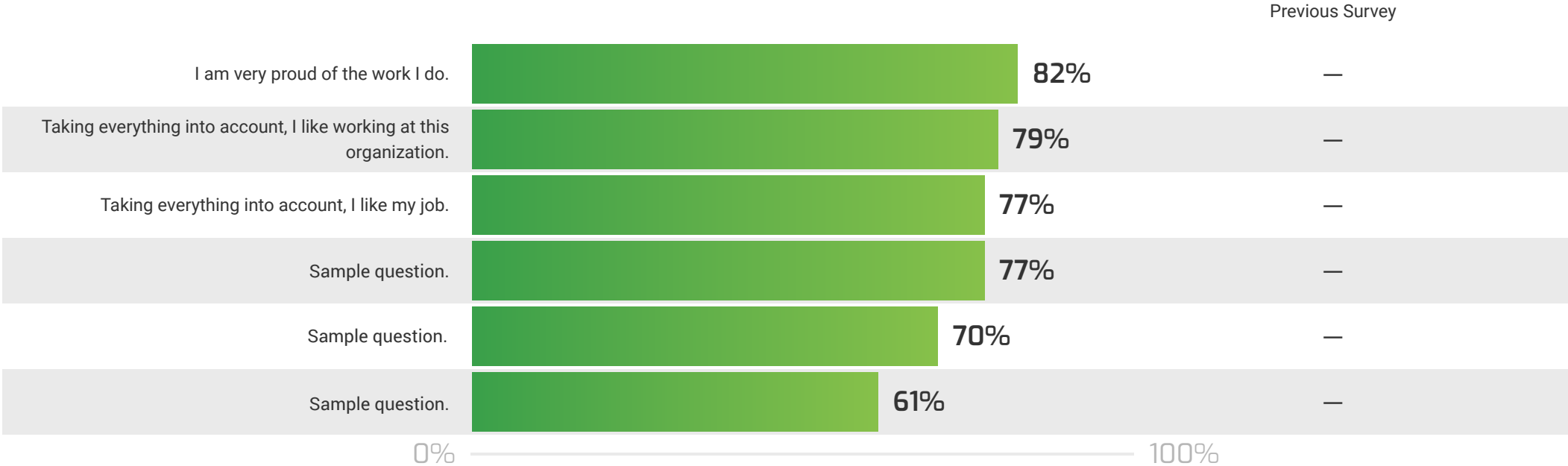
DISENGAGED

Disengaged employees usually fail to meet minimum expectations, putting in time rather than effort. They have little interest in their job and the organization and often display negative attitudes.

Engagement Measure Question Scores

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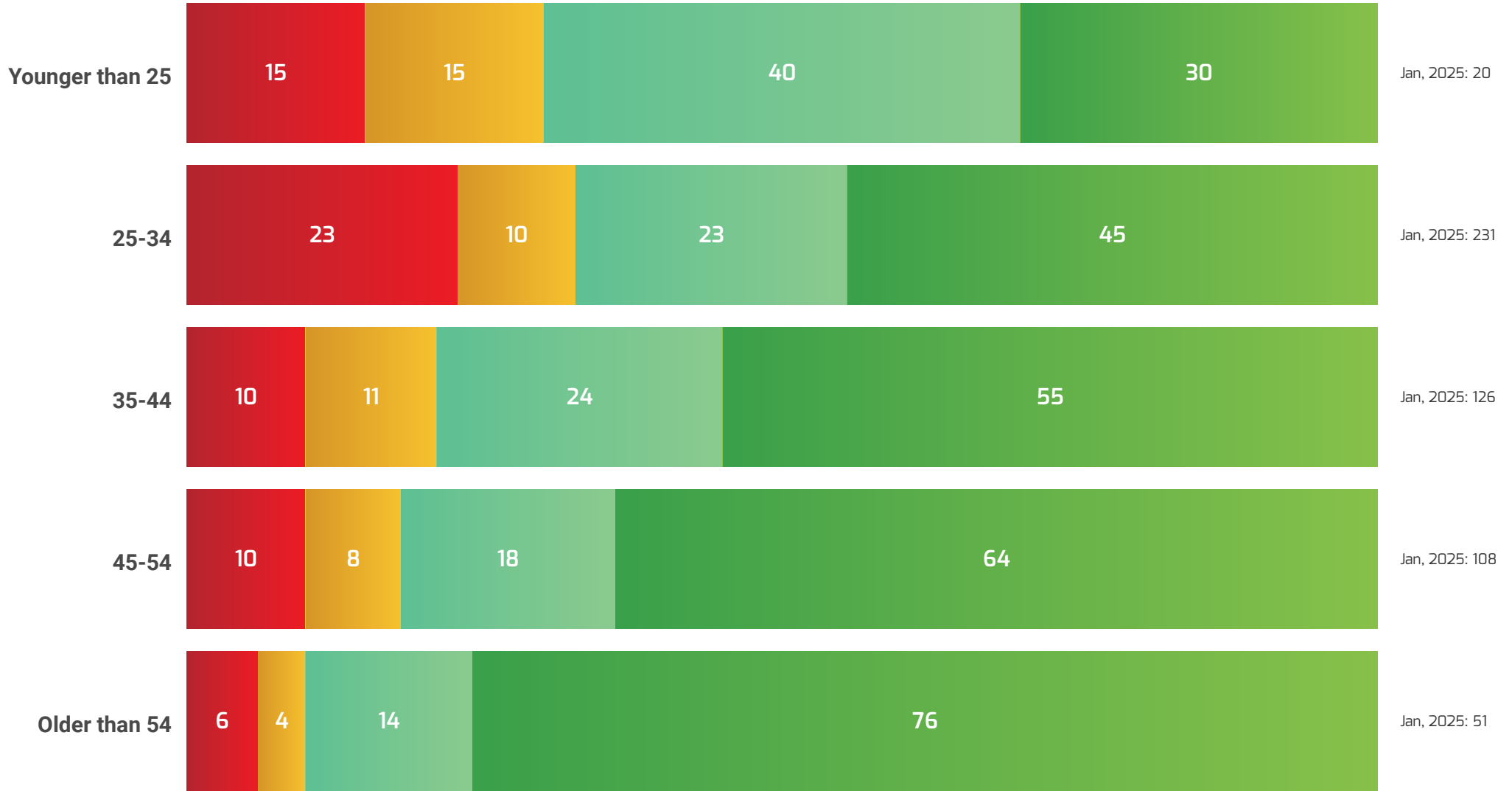


■ < 40% Low Performing ■ 40% - 60% Average Performing ■ ≥ 60% High Performing

Engagement by Age

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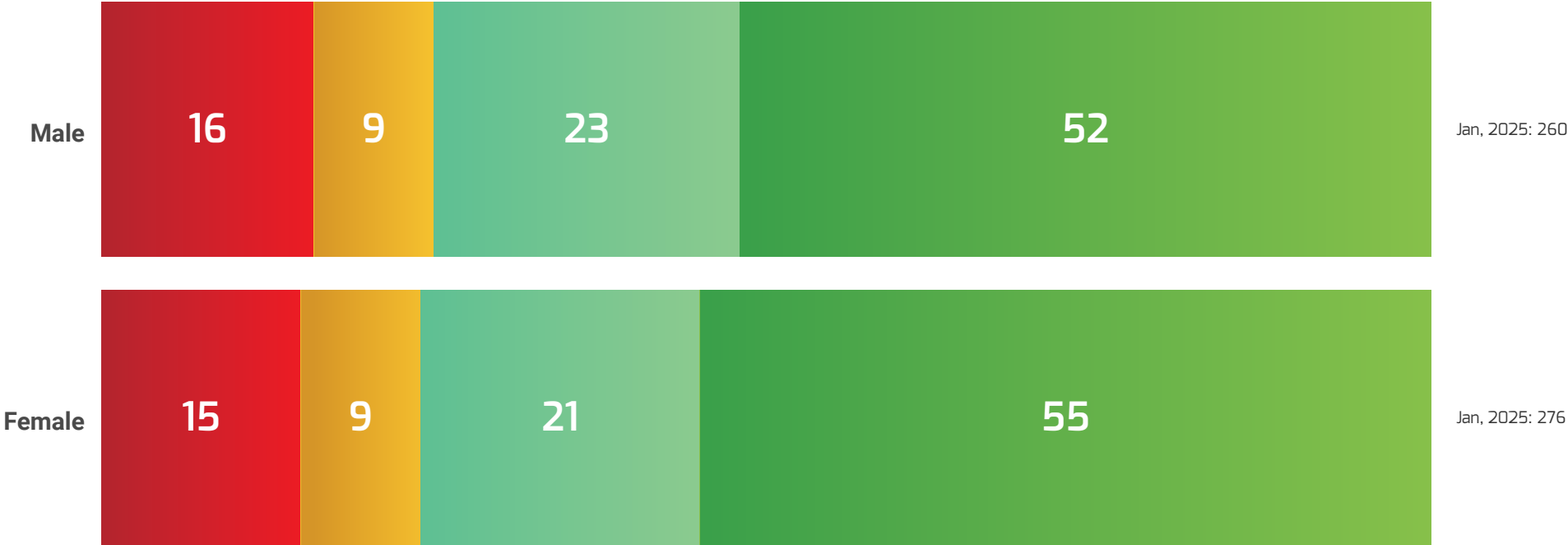
% of Employees

- Disengaged
- Indifferent
- Almost Engaged
- Engaged

Engagement by Gender

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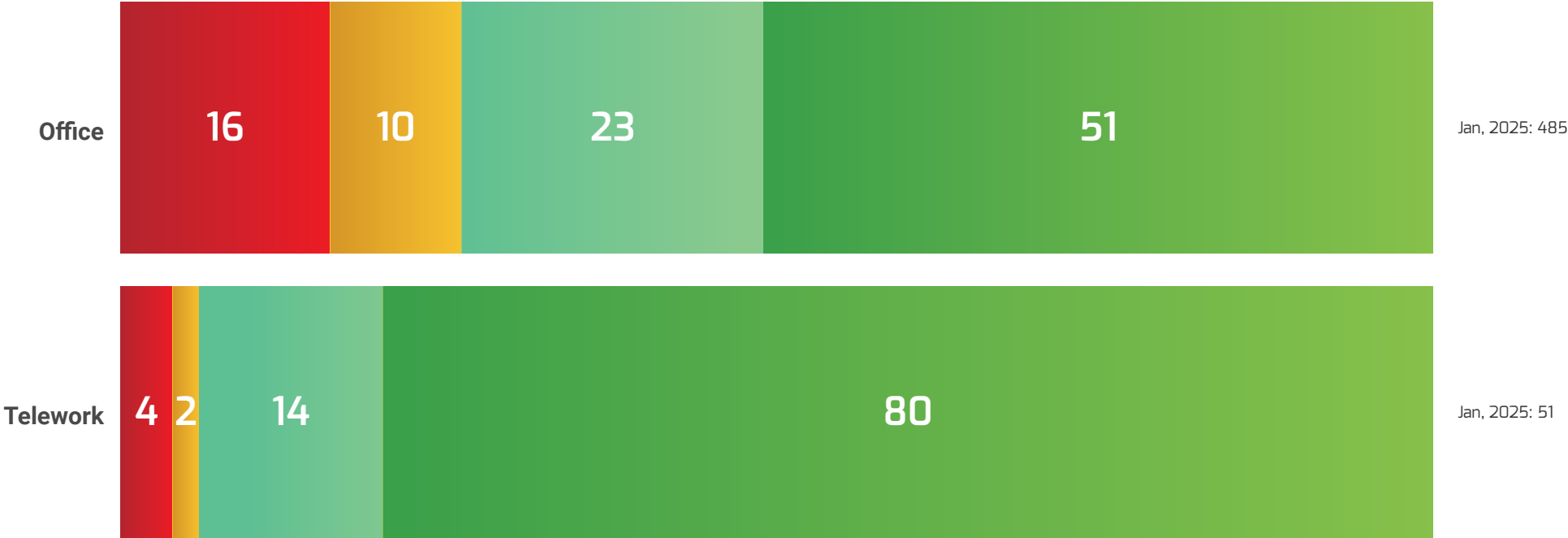
% of Employees

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- Indifferent
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- Engaged

Engagement by Work Arrangement

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% of Employees

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McLean Employee Experience Score

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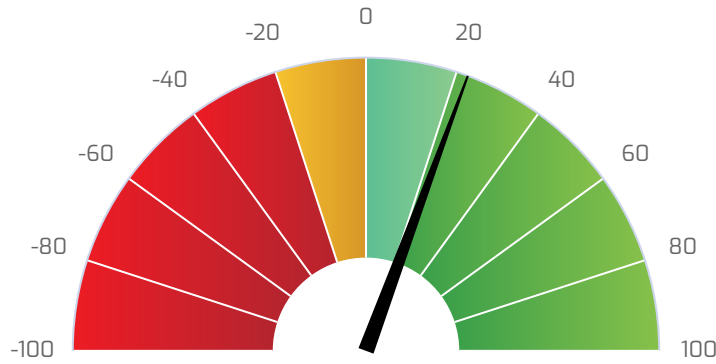


EMPLOYEE EXPERIENCE

How likely would you be to recommend this organization to a qualified friend or a family member as a great place to work?

EMPLOYEE EXPERIENCE SCORE

(% of Supporters - % of Detractors)



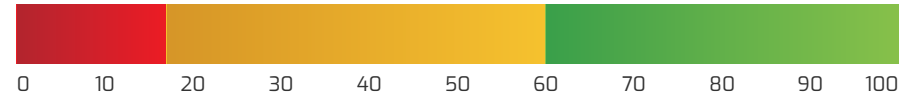
CURRENT SCORE

22.6

AVERAGE RESPONSE

8

SCORE BREAKDOWN



DETRACTORS: 17.4%

Answered 0-6

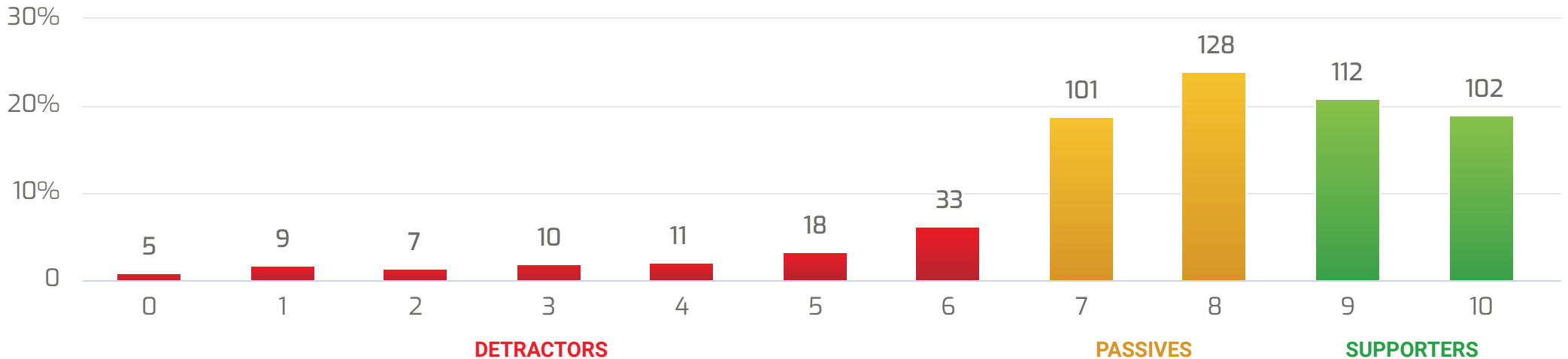
PASSIVES: 42.7%

Answered 7-8

SUPPORTERS: 39.9%

Answered 9-10

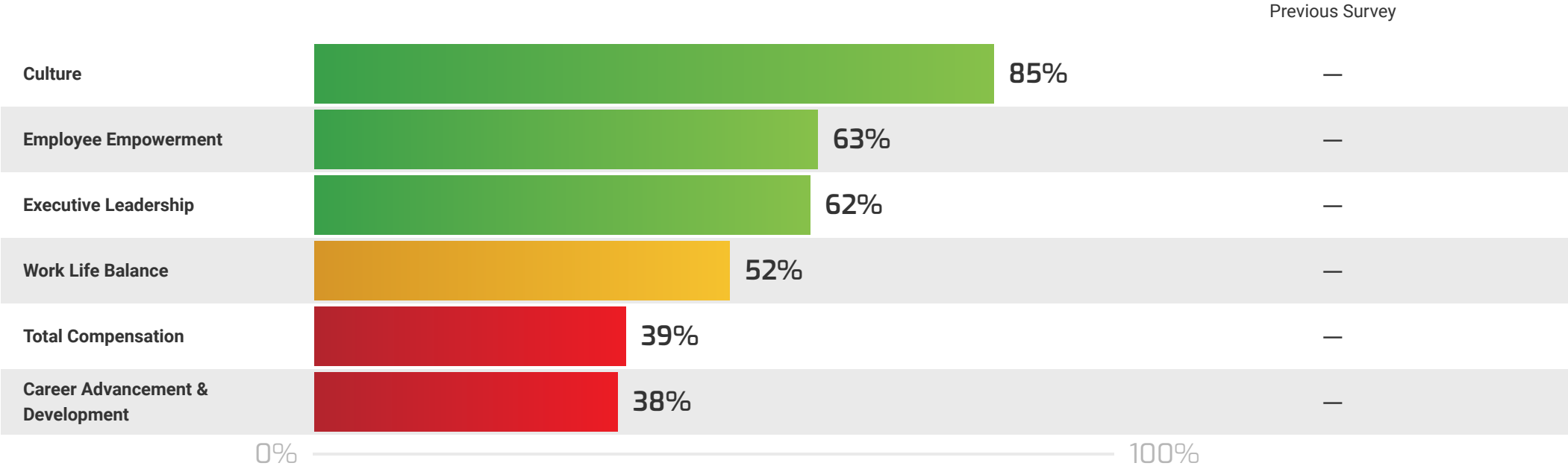
RESPONSE DISTRIBUTION



Driver Results

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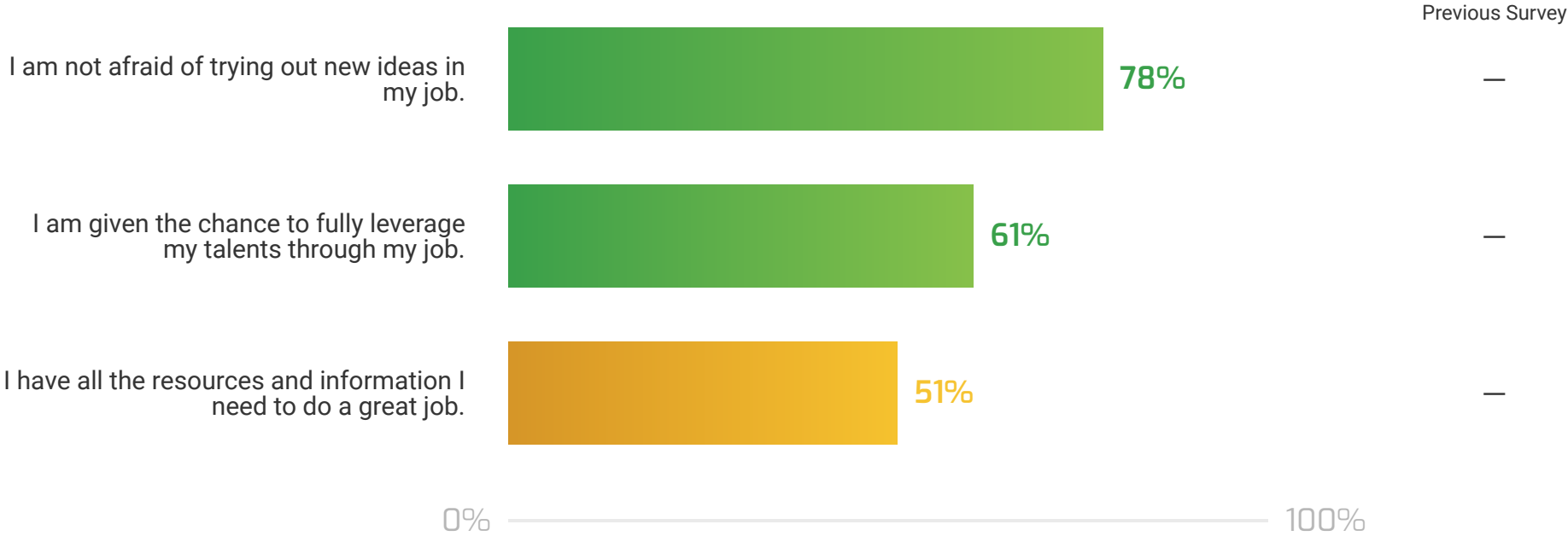
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DRIVER: Employee Empowerment (Sample Driver)

OVERALL DRIVER AVERAGE SCORE: 63%

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Overall Results Distribution

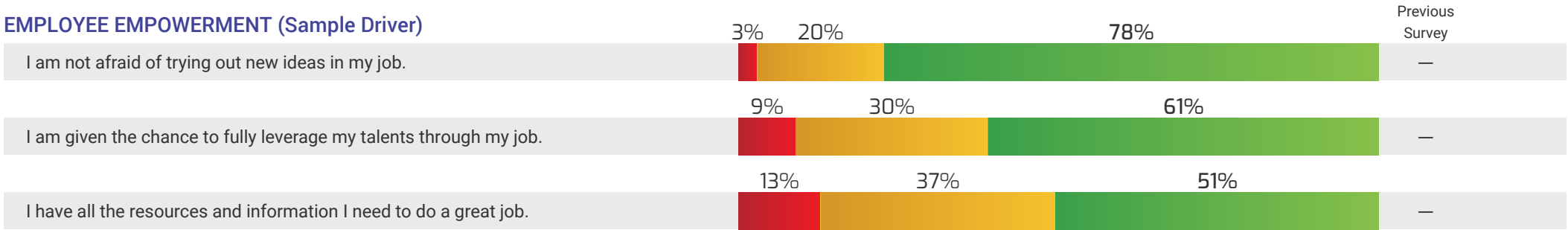
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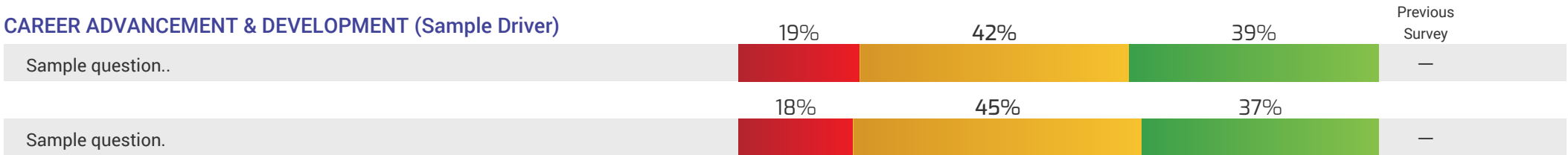


JOB DRIVER QUESTIONS

EMPLOYEE EMPOWERMENT (Sample Driver)



CAREER ADVANCEMENT & DEVELOPMENT (Sample Driver)



Bottom Box

Middle Box

Top Box