



## Benchmarking results for Scapa 2009

Total respondents: 890

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## Guide to symbols used in this report

A series of arrows are used to indicate relative performance against the Benchmark:

-  indicates a performance at least 10% better than the Benchmark average
-  indicates a performance at least 5% and less than 10% better than the Benchmark average
-  indicates a performance at least 3% and less than 5% better than the Benchmark average
-  indicates a performance at least 3% and less than 5% worse than the Benchmark average
-  indicates a performance at least 5% and less than 10% worse than the Benchmark average
-  indicates a performance at least 10% worse than the Benchmark average

## Benchmarking results by Section

Benchmarking helps to put survey results into context by showing you how your results compare with the results from other organisations that have run staff surveys using the same questions. This comparison may help you to identify relative strengths and areas to improve.

The tables below outline how your organisations' survey results compare with the People Insight benchmarking database. The percentage of people who responded positively (i.e. who agreed or strongly agreed) to each question is used as the basis for comparison, and the tables highlight:

- Your actual % positive score
- Using arrows, an at a glance view of your performance compared with the average organisation within this benchmarking sample
- Your actual variance from the benchmark average
- The best result that any organisation in our benchmark sample has achieved for this given question.

Please note that since your survey was tailored to your specific needs, it has not been possible for us to benchmark all your questions against other organisations; hence these do not appear in the tables below.

Questions in the "Goal clarity" section	Your % Positive	Variance Arrow	Variance Actual	Benchmark % Positive	Benchmark Best
1. I understand the aims and objectives of Scapa	81%		-2%	83%	98%
2. I am clear about what I am expected to achieve in my job	85%	↑	4%	81%	93%
3. I understand how the work I do helps Scapa to achieve its aims	88%		0%	88%	100%
4. I know how well Scapa is doing against its aims and objectives	60%	↓	-4%	64%	95%
5. Company wide communication is good	40%	↓↓	-10%	50%	64%

Questions in the "Task satisfaction" section	Your % Positive	Variance Arrow	Variance Actual	Benchmark % Positive	Benchmark Best
1. I enjoy my work	80%		-1%	82%	98%
2. My job makes the best use of the skills and abilities that I have	64%	↑	4%	60%	81%
3. I am proud of the work I do	81%	↓↓	-8%	89%	100%
4. I find my work challenging	68%		-2%	70%	80%
5. I get a sense of achievement from working at Scapa	58%	↓↓	-9%	68%	90%



Questions in the "Employee involvement" section	Your % Positive	Variance Arrow	Variance Actual	Benchmark % Positive	Benchmark Best
1. My opinion is sought on decisions that affect my work	57%	↓↓	-9%	65%	92%
2. I have responsibility for decisions regarding my work	73%	↓	-4%	77%	94%
3. I have the freedom I need to get on with my job	69%	↓↓	-6%	75%	92%
4. I am encouraged to suggest new ideas for improvements	64%	↓	-4%	67%	89%
5. I believe action will be taken as a result of this survey	41%	↓↓	-7%	49%	72%

Questions in the "Teamwork" section	Your % Positive	Variance Arrow	Variance Actual	Benchmark % Positive	Benchmark Best
1. Our team has clear aims and objectives	71%	↓↓↓	-10%	81%	88%
2. People in my immediate team work well together	72%	↓↓↓	-11%	83%	100%
3. Morale in my immediate team is generally high	50%	↓↓↓	-12%	61%	83%
4. People I work with deliver what they say they will	59%	↓↓	-9%	68%	83%
5. We are good at sharing ideas to make things work better	59%		-2%	61%	89%

Questions in the "Learning & development" section	Your % Positive	Variance Arrow	Variance Actual	Benchmark % Positive	Benchmark Best
1. I have received the training and development I need to do my job well	59%		-2%	61%	88%
2. I have the knowledge and skills I need to do my job	85%	↑	3%	81%	97%
3. I have received the training and development I need to develop in my career at Scapa	41%	↓↓	-5%	46%	76%
4. My career development aspirations at Scapa are being met	38%		0%	38%	66%
5. I have the right opportunities to learn and grow at work	48%	↓↓	-9%	56%	88%

Questions in the "Recognition & reward" section	Your % Positive	Variance Arrow	Variance Actual	Benchmark % Positive	Benchmark Best
1. In the last week, I have received thanks or praise for doing good work	37%	↓↓↓	-15%	52%	77%
2. I feel valued and recognised for the work that I do	46%	↓↓↓	-11%	57%	75%
3. I think the remuneration I receive compares favourably with other employers in our industry	28%	↓↓↓	-10%	37%	59%
4. My pay is linked to my performance and contribution	26%	↓↓	-8%	34%	53%
5. I think the benefits I receive compare favourably with other employers in our industry	39%	↓↓	-9%	48%	90%

Questions in the "Management effectiveness" section	Your % Positive	Variance Arrow	Variance Actual	Benchmark % Positive	Benchmark Best
1. My Line manager communicates clearly what is expected of me	63%	↓↓	-8%	71%	89%
2. My Line manager shows appreciation for the work I do	58%	↓↓↓	-14%	72%	94%
3. My Line manager treats people fairly and with respect	63%	↓↓↓	-14%	76%	89%
4. My Line manager gives me regular feedback on how I am doing	42%	↓↓↓	-20%	62%	94%
5. My Line manager takes time to coach me and develop my skills	36%	↓↓	-7%	43%	68%

Questions in the "Employee support" section	Your % Positive	Variance Arrow	Variance Actual	Benchmark % Positive	Benchmark Best
1. I have the equipment and resources I need to do my work properly	58%	↓↓	-8%	66%	96%
2. I am satisfied with the physical environment in which I work	63%		-2%	65%	98%
3. I am able to strike the right balance between my work and home life	64%		-2%	65%	90%
4. I am satisfied with the flexibility of my hours	64%		-2%	66%	85%
5. My workload is reasonable	58%	↓↓	-5%	63%	84%



Questions in the "Engagement outcomes" section	Your % Positive	Variance Arrow	Variance Actual	Benchmark % Positive	Benchmark Best
1. I am proud to say I work for Scapa	67%	↓↓↓	-10%	77%	98%
2. I would still like to be working at Scapa in two years' time	78%	↑↑↑	12%	67%	84%
3. Working here makes me want to do the best work I can	73%		-2%	75%	91%
4. If asked, I would recommend to friends and family that Scapa is a good place to work	60%	↓↓↓	-7%	68%	95%
5. I care about the future of Scapa	90%		2%	88%	98%