

## PHASE # 5 – EMPLOYEE ENGAGEMENT SURVEY

- QUESTION # 1 – WHAT PERCENTAGE OF EMPLOYEES COMPLETED THE SURVEY?
- QUESTION # 2 – WHAT CAN BE IMPROVED UPON?
- QUESTION # 3 – ARE THERE ANY JOB FAMILIES THAT HAVE LOW SCORES?
- QUESTION # 4 – ARE THERE LEVELS THAT HAVE LOW SCORES?
- QUESTION # 5 – WHAT AREAS ARE WE DOING WELL IN?

### REQUIREMENTS:

Do not include:

Employees with >1 Year at the company

Employees with “Intern” in their title

Employees with Level, “Executive”

### SQL code:

#### **EXPORT DATA**

USE portfolio;

SELECT employee\_id, sex, race, status, p.functional\_job\_title, p.position\_name,  
jf.job\_family\_name, jl.level\_name,

TIMESTAMPDIFF(YEAR, birthdate, CURDATE()) AS current\_age, -- Add EEs current age

TIMESTAMPDIFF(YEAR, hire\_date, CURDATE()) AS years\_worked -- Add years worked

FROM employees e

INNER JOIN position p

ON e.position\_number = p.position\_number

LEFT JOIN job\_family jf

ON p.job\_family\_code = jf.job\_family\_code

LEFT JOIN job\_level jl

ON p.level\_code = jl.level\_code

WHERE e.position\_number != '99999999' AND jl.level\_name != 'Executive'; -- exclude position  
99999999 employees and level name Executive

#### **Finding the AVERAGE of a column**

Q1 Score = AVERAGE('PHASE 5 - Employee Engagement'[Q1. I feel my work is meaningful and  
contributes to the company's success])

#### **Combining two columns and finding the AVERAGE**

Leadership Q17 - Q18 = DIVIDE(SUM('PHASE 5 - Employee Engagement'[Q17. The company  
culture aligns with my personal values])+SUM('PHASE 5 - Employee Engagement'[Q18. I feel  
empowered and supported by Executive leaders]), COUNTROWS('PHASE 5 - Employee  
Engagement')\*2)

#### **Combining three columns and finding the AVERAGE**

Leadership Q19 - Q21 = DIVIDE(SUM('PHASE 5 - Employee Engagement'[Q19. My team's senior  
management clearly communicate the department's goals and strategies])+SUM('PHASE 5 -  
Employee Engagement'[Q20. I am confident in the Executive leadership team's ability to lead  
the company into the future])+SUM('PHASE 5 - Employee Engagement'[Q21. I am confident in  
the company's future direction]), COUNTROWS('PHASE 5 - Employee Engagement')\*3)