

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)