# Survey Analysis

On this page, we utilize the Likert scale analysis for our various columns, namely Fit, HiPo (High Potential), Satisfaction, Engagement, Motivation, Performance, Leadership, Support, Commitment, Diversity, Trust, and Coworker. These columns are scaled from 1 to 5, with 1 representing "Strongly Disagree," 2 representing "Disagree," 3 representing "Neutral", 4 representing "Agree," and 5 representing "Strongly Agree," in accordance with the Likert scale analysis.

1,498
Total Responses

Fit : Employee preferences and personality matches the characteristics of their job or organization

- Neutral 41%
- Agree 35%
- Disagree 14%
- Strongly Agree 9%
- Strongly Disagree 1%
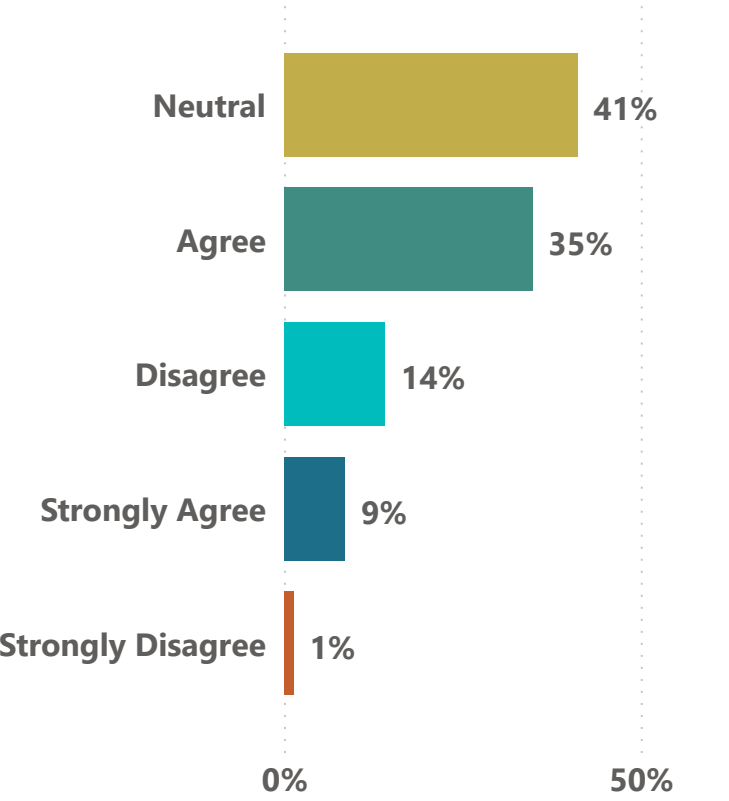
Hipo (High Potential): Perceived self-efficacy and the drive an employee has to succeed professionally

- Neutral 73%
- Disagree 15%
- Agree 10%
- Strongly Disagree 2%
- Strongly Agree 0%
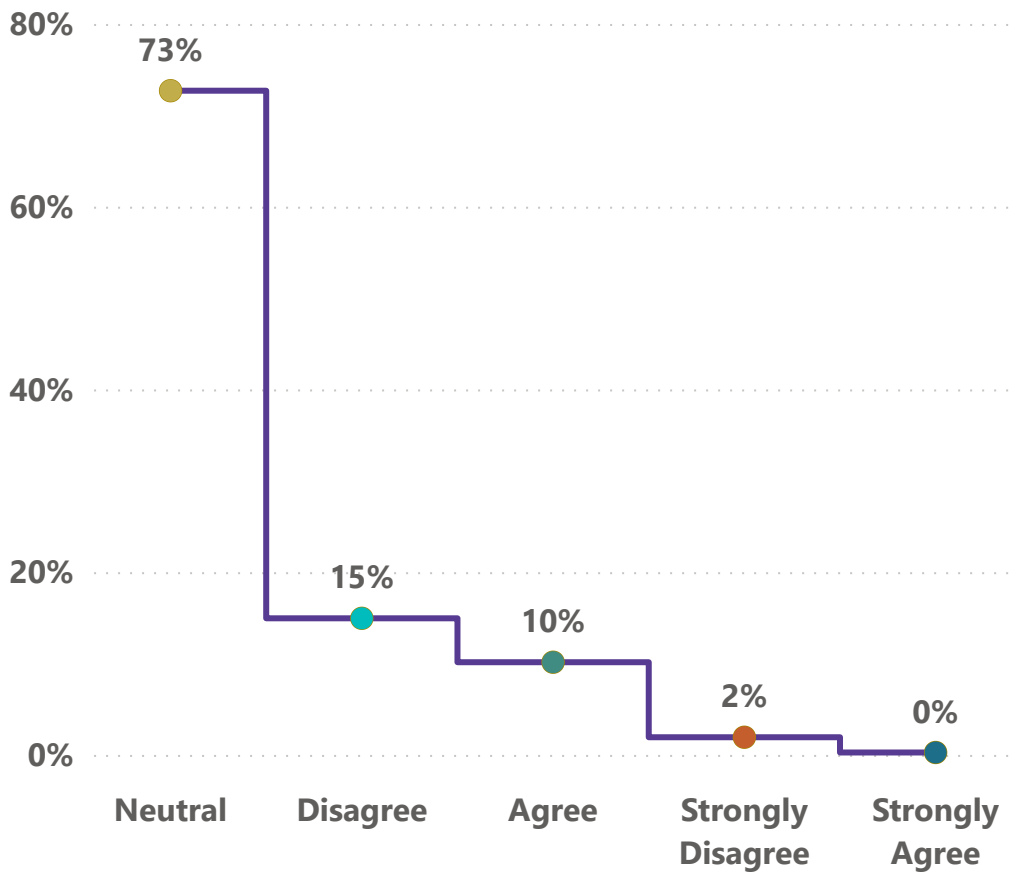
## Satisfaction: The extent of employees' positive or negative feelings towards their jobs and organizational tried to improve it
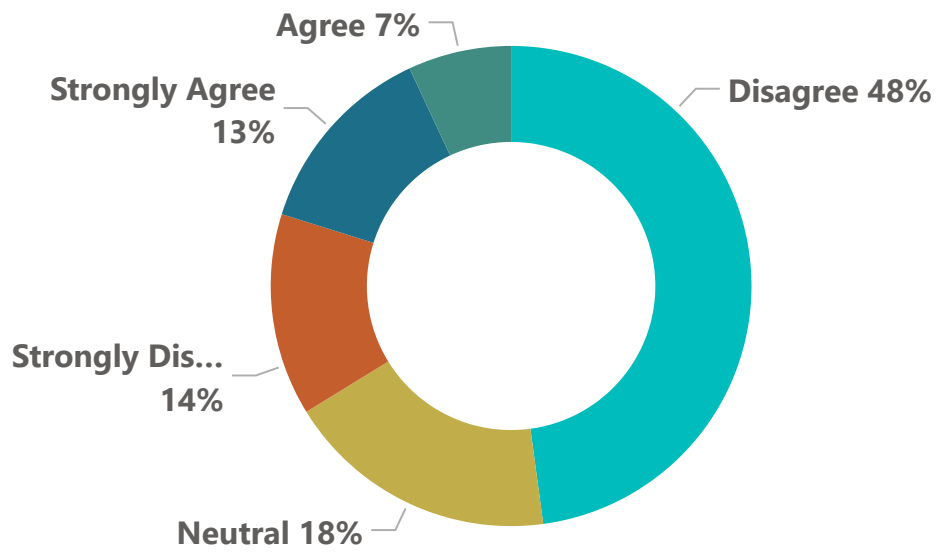
- Neutral 38%
- Agree 27%
- Disagree 22%
- Strongly Agree 10%
- Strongly Disagree 3%
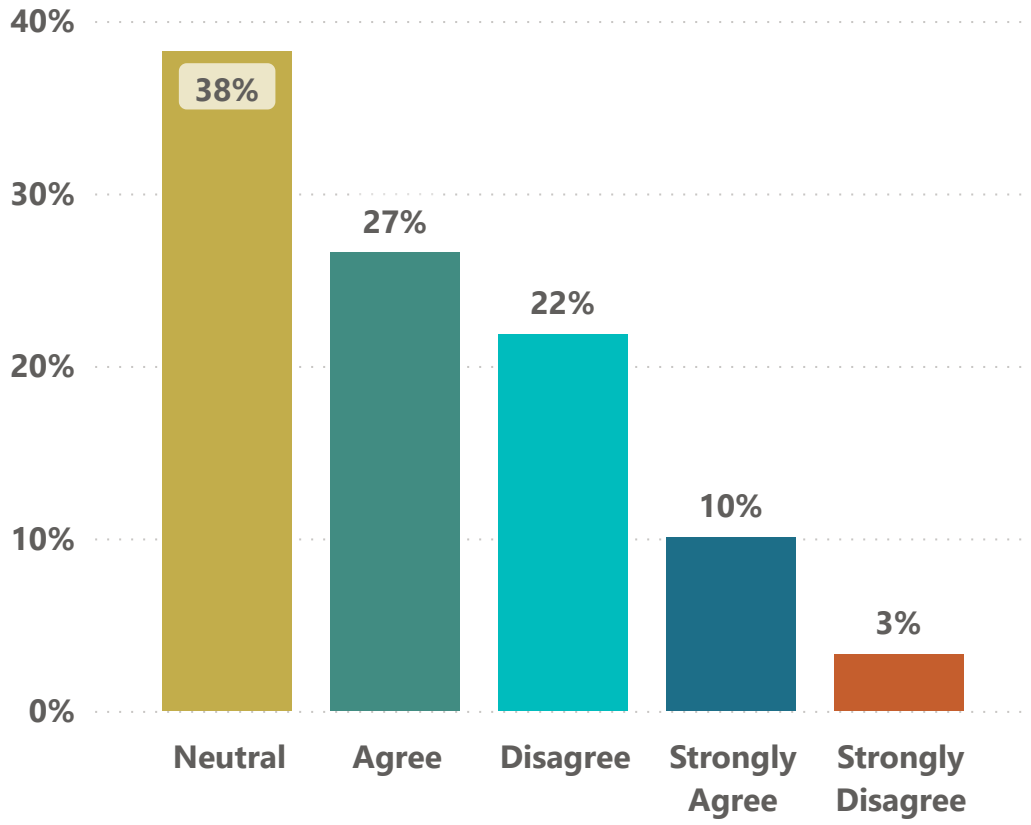
Engagement: Positive, fulfilling, work-related state of mind characterized by: Vigor, Dedication, & Absorption
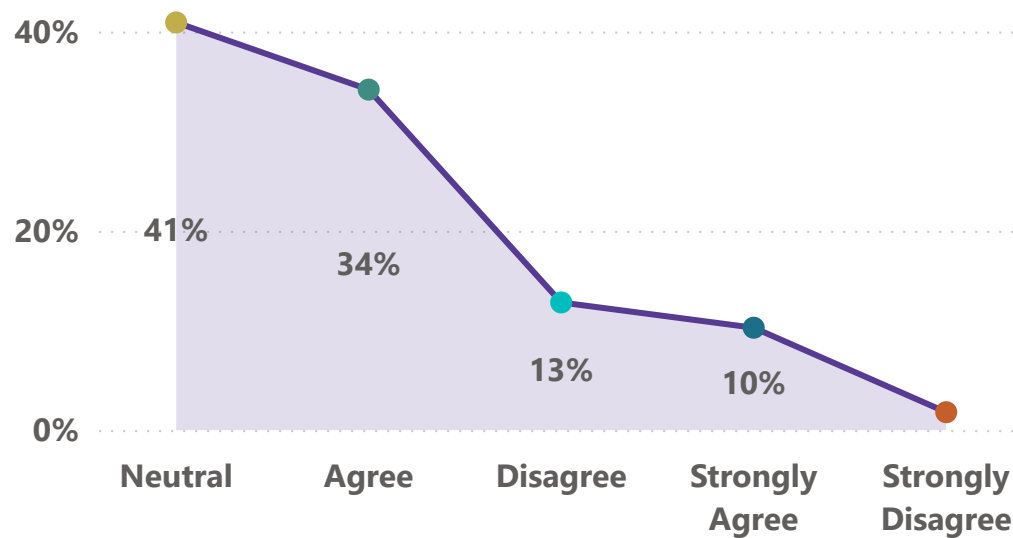
- 100%
- Agree 46%
- Strongly Agree 44%
- Neutral 9%
- Disagree 1%
- 2.3%
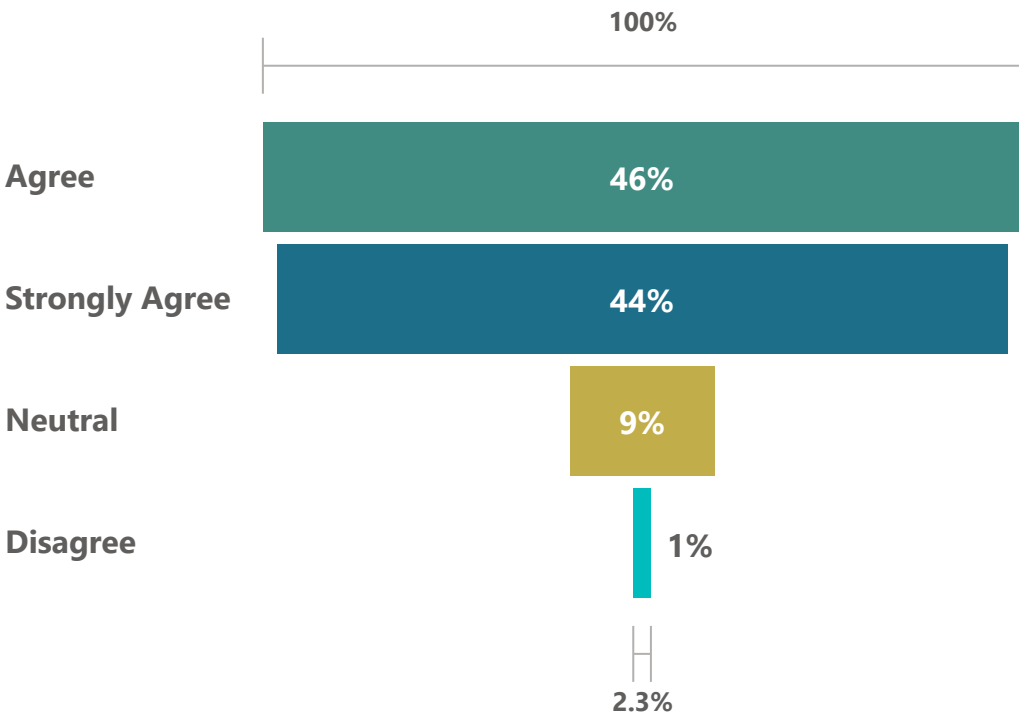
Support: Extent to which employees feel that an organization values their work contributions and cares for their well-being

- Neutral 36%
- Agree 28%
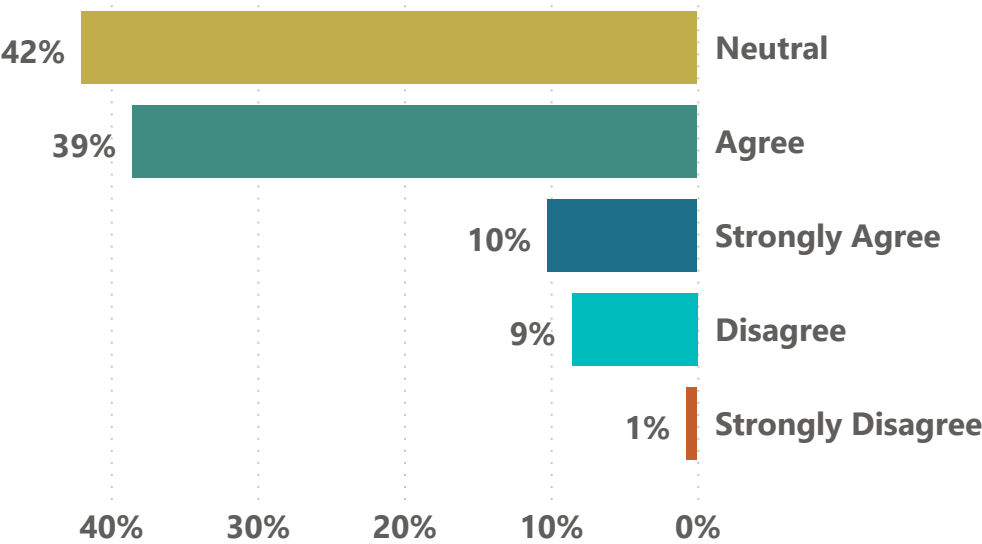- Disagree 16%
- Strongly Agree 15%
- Strongly Disagree 5%
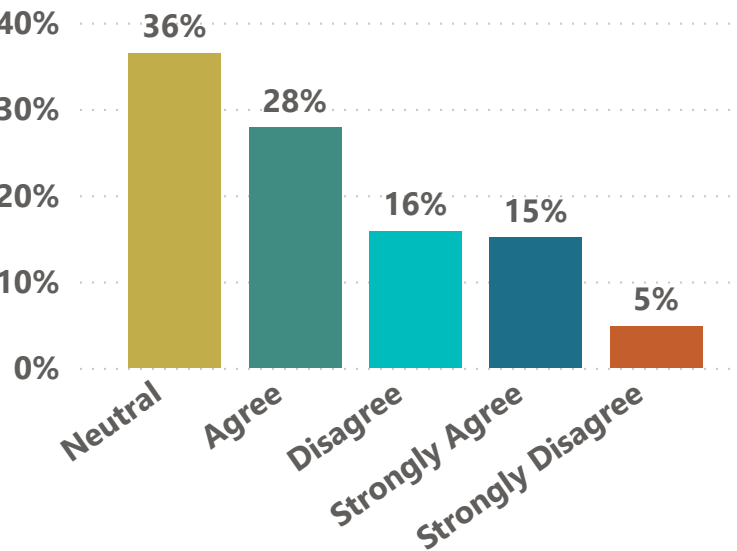
Leadership: The perceived match of an employee's values with their managers

- Disagree 48%
- Neutral 18%
- Strongly Dis... 14%
- Strongly Agree 13%
- Agree 7%

Diversity: Understanding, including, and valuing different races, ethnicities, genders, etc

- Neutral 41%
- Agree 34%
- Disagree 13%
- Strongly Agree 10%
- Strongly Disagree

Motivation: Task identity, significance, variety, and autonomy an employee experiences within their job that enhances their drive in the workplace

- Neutral 42%
- Agree 39%
- Strongly Agree 10%
- Disagree 9%
- Strongly Disagree 1%

Performance: Employees capacity to carry out or accomplish tasks and/or functions and their perceptions of work output

| Performance	Answer	Count
Neutral	35.45%	531
Agree	29.91%	448
Disagree	15.82%	237
Strongly Agree	15.75%	236
Strongly Disagree	3.07%	46
Total	100.00%	1,498

Commitment: A psychological state that characterizes an employee's relationship with an organization and their continued membership

Commitment	Answer	Count
Strongly Agree	43.46%	651
Agree	26.23%	393
Neutral	22.70%	340
Disagree	6.41%	96
Strongly Disagree	1.20%	18
Total	100.00%	1,498

Trust: Belief that others will act with integrity and not take advantage of others

- Neutral 37%
- Agree 27%
- Disagree 18%
- Strongly Agree 13%
- Strongly Dis... 5%
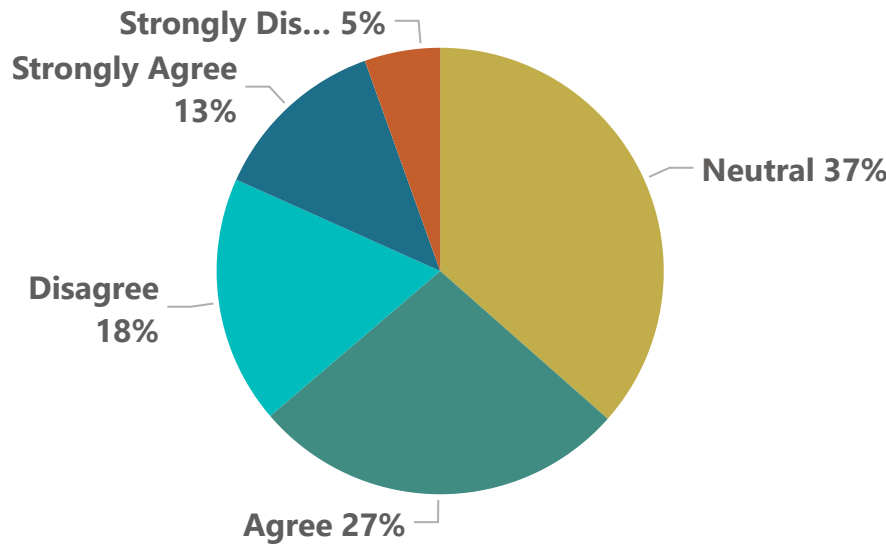
Coworker: Employee's perceptions about their relationships with their peers in the workplace

- Neutral 33%
- Agree 30%
- Disagree 17%
- Strongly ... 15%
- Strongly Disagree
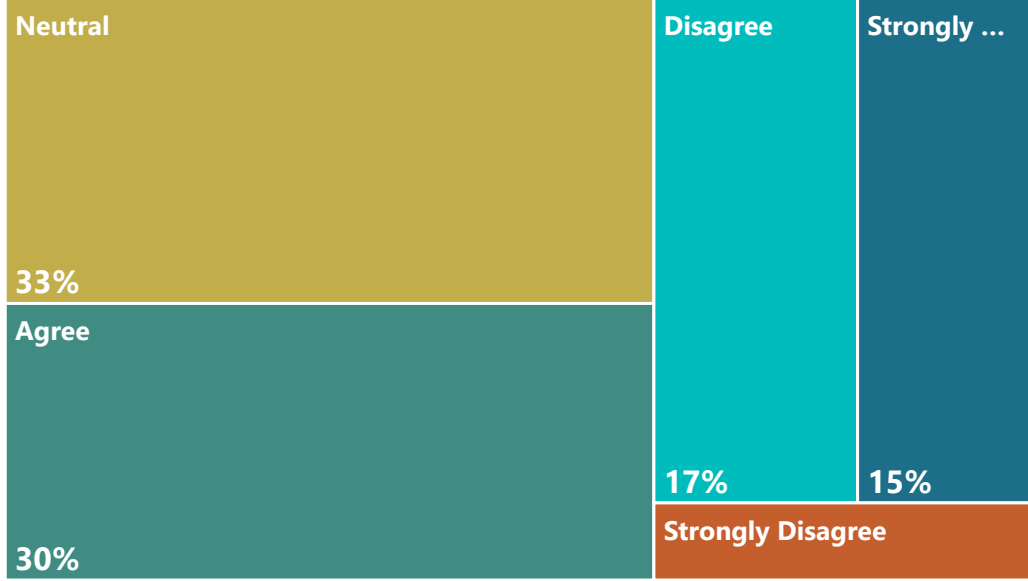
★★★★★ Insights ★★★★★

✴Fit: From a sample of 100% of the respondents, only 14% disagreed and 1% strongly disagreed regarding their fit within the organization. The remaining 85% expressed neutrality, agreement, or strong agreement, indicating that a majority of employees believe they are a good fit for the organization based on their expertise.

✴High Potential: Among the entire group of respondents, only 15% disagreed and 2% strongly disagreed regarding their high potential within the organization. The remaining 83% expressed neutrality, agreement, or strong agreement, indicating that most employees perceive themselves to have high potential in relation to their job within the organization based on their expertise.

✴Similarly, when it comes to aspects such as satisfaction, engagement, support, diversity, motivation, performance, commitment, trust, and coworker relationships, the majority of respondents expressed agreement, neutrality, or strong agreement, while disagreement and strong disagreement were less common.
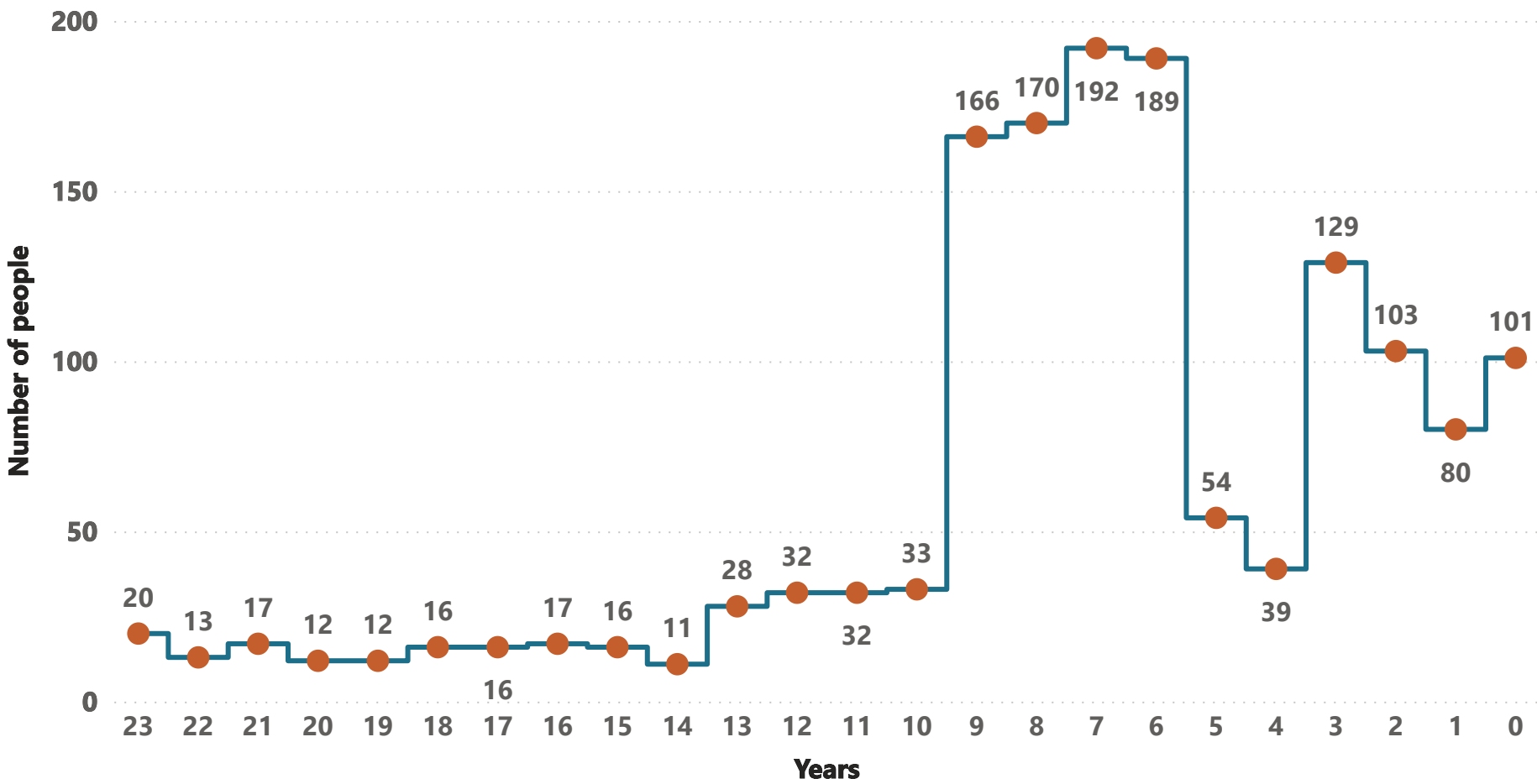
✴Leadership: Regarding the aspect of leadership, there is an opportunity for improvement based on the survey results. Out of the total sample size of 100%, 48% of the respondents expressed disagreement, 14% strongly disagreed, and 18% remained neutral. On the other hand, only 20% of the respondents agreed or strongly agreed, indicating that a significant majority, 62% of the individuals, expressed dissatisfaction with the current leadership.
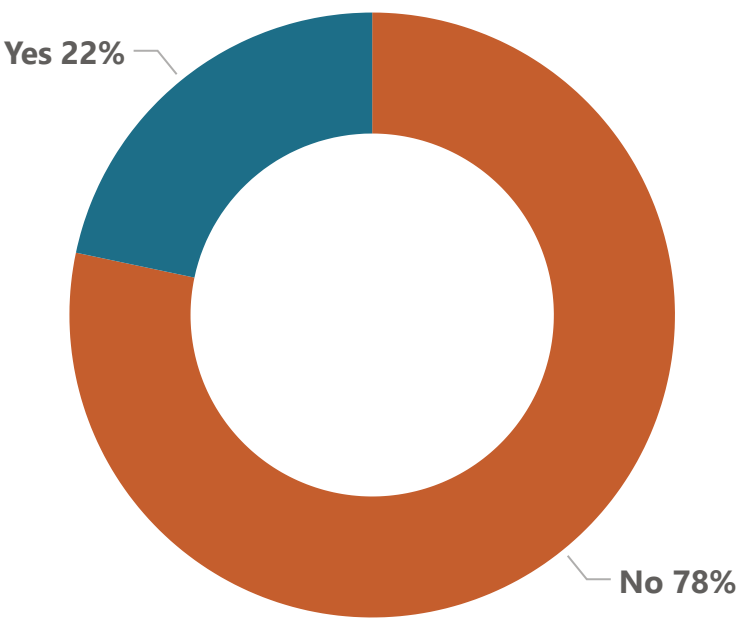
Survey Analysis

1,498
Total Responses

Stay Intention: I plan on working here for another (in years):

Number of people vs Years

20, 13, 17, 12, 12, 16, 16, 17, 16, 11, 28, 32, 32, 33, 166, 170, 192, 189, 54, 39, 129, 103, 80, 101

Years: 23, 22, 21, 20, 19, 18, 17, 16, 15, 14, 13, 12, 11, 10, 9, 8, 7, 6, 5, 4, 3, 2, 1, 0
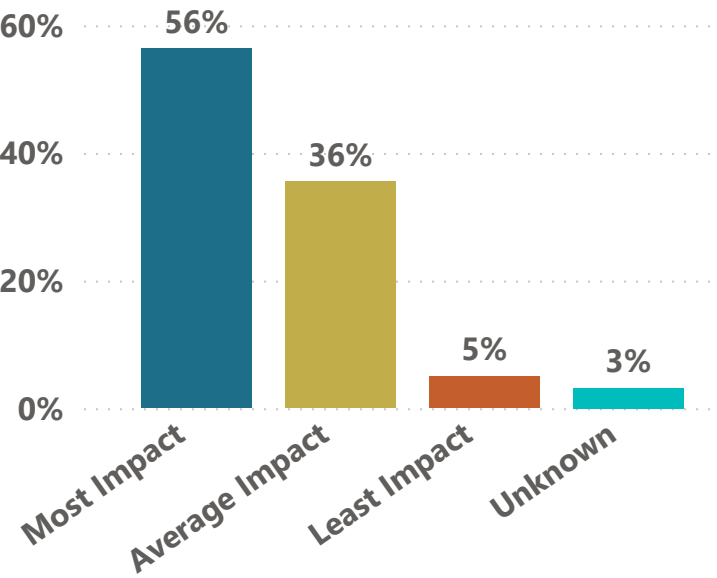
Stay Intention: I am actively seeking another job in a different company/organization.

- Yes 22%
- No 78%

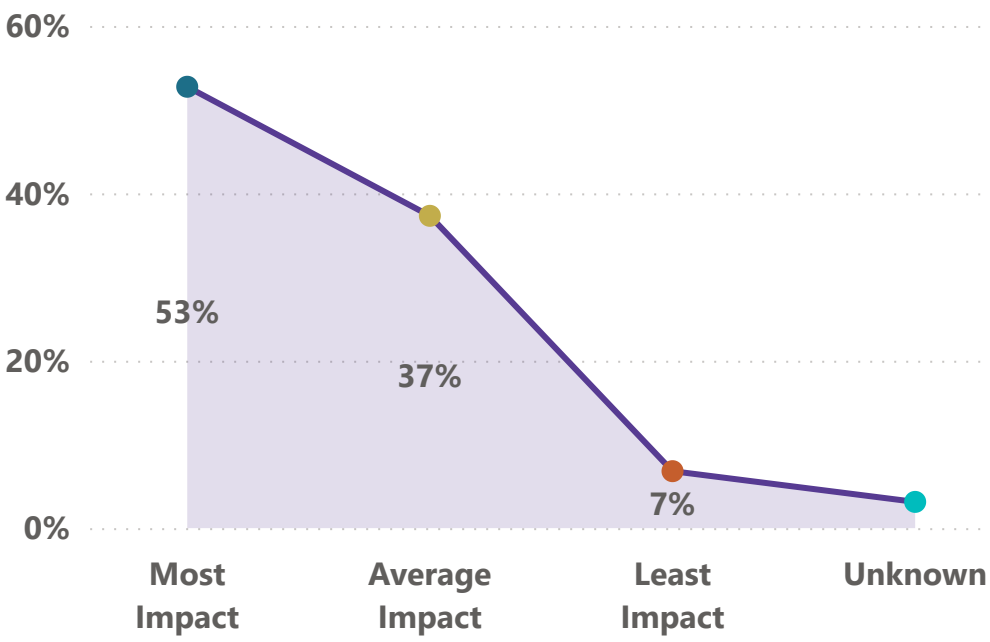## How likely is it that you would recommend the CTA to a friend or colleague?

- 10 — 40%
- 8 — 12%
- 9 — 12%
- 7 — 11%
- 5 — 10%
- 6 — 5%
- 0 — 3%
- 1 — 2%
- 3 — 2%
- 4 — 2%
- 2 — 1%
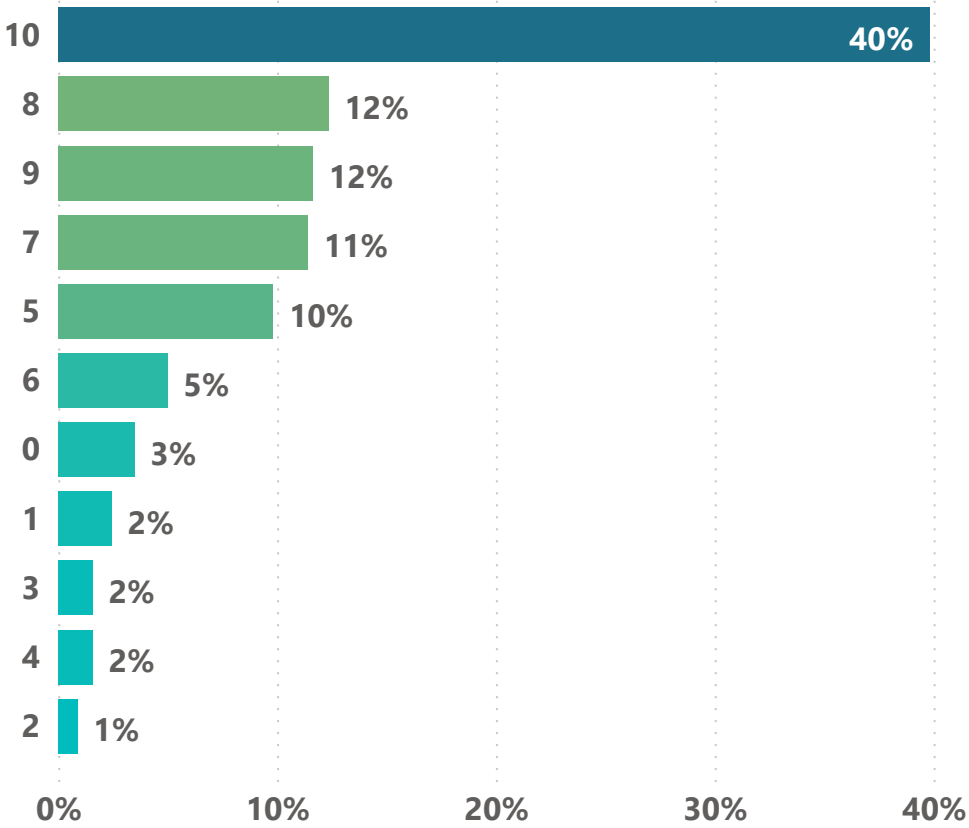
How much impact Management has on satisfaction rate?

- Most Impact — 56%
- Average Impact — 36%
- Least Impact — 5%
- Unknown — 3%

How much Career Opportunities impact satisfaction rate?

- Most Impact 57%
- Average Impact 34%
- Least Impact 6%
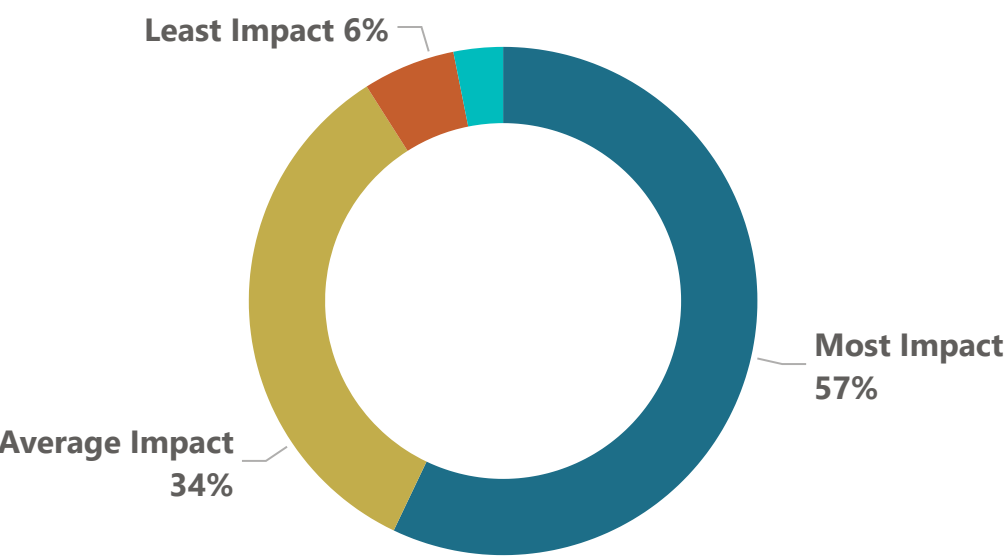
How much impact Clear Job Expectations have on satisfaction rate?

- Most Impact — 53%
- Average Impact — 37%
- Least Impact — 7%
- Unknown — (low)

How many people absent / Tardiness by days?

No. of people vs # of Absent Days/Tardiness

- 0 — 1,193
- 1 — 259
- 2 — 31
- 3 — 12
- 4 — 1
- 11 — 1
- 14 — 1
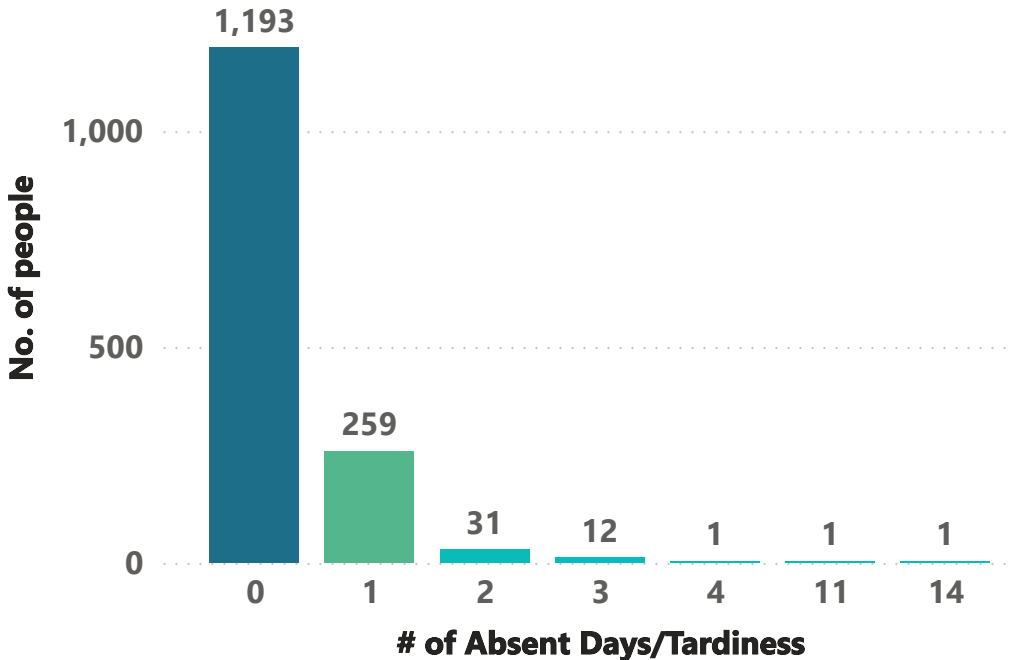
How much impact Communication has on satisfaction rate?

Communication	Answer	Count
Most Impact	58.74%	880
Average Impact	34.98%	524
Least Impact	3.14%	47
Unknown	3.14%	47
Total	100.00%	1,498

How much impact Compensation has on satisfaction rate?

Compensation	Answer	Count
Most Impact	60.28%	903
Average Impact	32.98%	494
Least Impact	3.60%	54
Unknown	3.14%	47
Total	100.00%	1,498

How much impact Organizational Fit has on satisfaction rate?

- Most Impact 54%
- Average Impact 38%
- Least Impact 5%
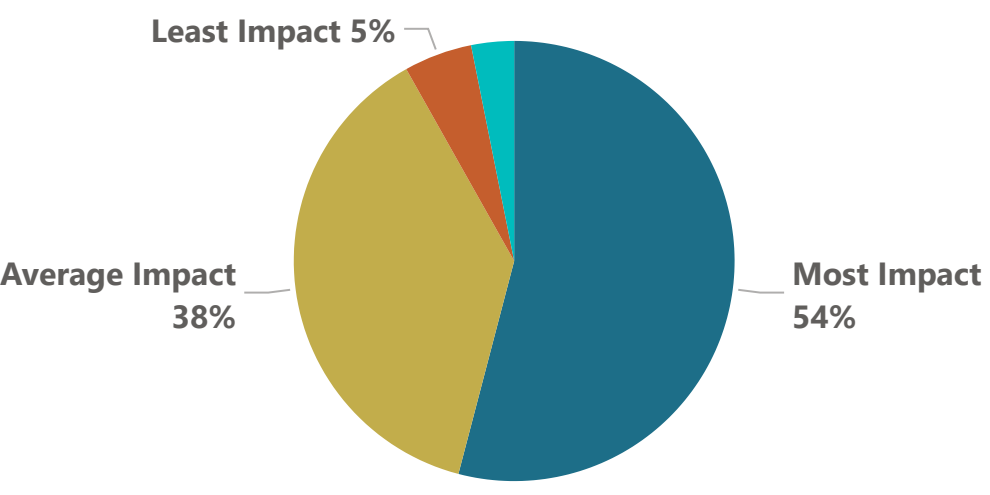
How much impact Work Environment has on satisfaction rate?

- 100%
- Most Impact — 56%
- Average Impact — 36%
- Least Impact — 5%
- Unknown — 3%
- 5.6%
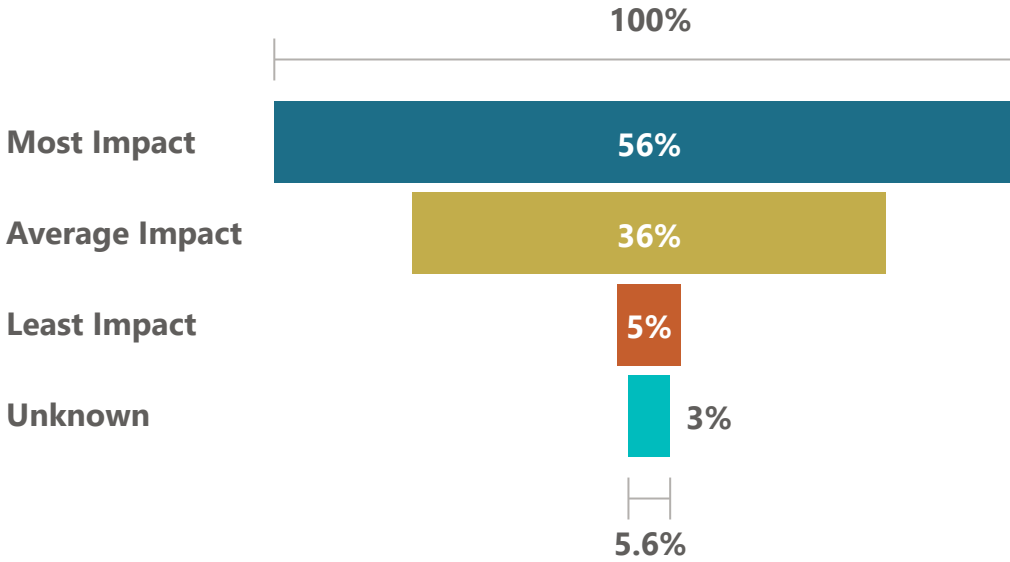
★★★★★ Insights ★★★★★

❋ Stay Intention: After surveying 1498 individuals, we found that approximately 50% of them, specifically 717 people, expressed their desire to remain with our organization for an additional 6 to 9 years. Only 467 individuals expressed their intention to stay for 0 to 5 years, while 314 individuals wished to stay for more than 9 years. Therefore, the survey indicates a strong inclination among the participants to continue their tenure with our organization. Furthermore, an impressive 78% of the respondents stated that they have no intention of seeking employment elsewhere.

❋ CTA recommendation: The survey results indicate that a significant majority, approximately 90% of the respondents, provided ratings between 6 and 9, reflecting a positive sentiment towards the CTA.

❋ Absent Days/Tardiness: The survey analysis revealed that 1193 individuals reported having zero absent or tardiness days, highlighting an excellent attendance rate within our organization.

❋ Satisfaction Rate: When evaluating various aspects such as "communication," "compensation," "organizational fit," "work environment," "management," and "career opportunities," a majority of respondents indicated that these factors had the "most impact" on their overall satisfaction.