

Constant Contact Survey Results








Survey Name: Workforce Survey

Response Status: Partial & Completed

Filter: None

Aug 26, 2008 11:18:15 AM







* Which category most closely describes your line of work?

Answer	0%	100%	Number of Response(s)	Response Ratio
Administrative Services (Admin, Reception, Customer Service)			237	23.4 %
Information Technology (Software Engineering, Help Desk, Programming)			249	24.6 %
Accounting & Finance (General Accounting, Financial Analysis, Audit)			110	10.9 %
Creative (Marketing, Advertising, Design)			220	21.8 %
Human Resources (Recruiting, HRIS Analysis, Compensation)			80	7.9 %
Other			99	9.8 %
No Response(s)			14	1.3 %
Totals			1009	100%

* Choose the following statement which best describes you:

Answer	0%	100%	Number of Response(s)	Response Ratio
I am male.			441	43.7 %
I am female.			542	53.7 %
I prefer not to answer this question.			13	1.2 %
No Response(s)			13	1.2 %
Totals			1009	100%

* Which age group would you categorize yourself in?

Answer	0%	100%	Number of Response(s)	Response Ratio
18-25			86	8.5 %
25-35			301	29.8 %
35-45			260	25.7 %
45-65			338	33.4 %
65+			10	<1 %
No Response(s)			14	1.3 %
Totals			1009	100%

* A hot topic for discussion of late has been the state of the US economy. The question up for debate is:
Are we in a recession? What do you think?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes, we are in a recession.			633	62.7 %
No, we are not in a recession--but we could be soon.			280	27.7 %
No, we are not in a recession.			48	4.7 %
No Response(s)			48	4.7 %
Totals			1009	100%

* How is your working situation being impacted by the (pending) recession?

Answer	0%	100%	Number of Response(s)	Response Ratio
My working situation is being negatively impacted.			481	47.6 %
My working situation is being positively impacted.			31	3.0 %
My working situation is not being impacted.			392	38.8 %
No Response(s)			105	10.4 %
Totals			1009	100%

* How would you define your current work status?

Answer	0%	100%	Number of Response(s)	Response Ratio
I am a full-time, permanent employee.			452	44.7 %
I am a full-time, contracted employee.			152	15.0 %
I am a part-time, permanent employee.			24	2.3 %
I am a part-time, contracted employee.			84	8.3 %
I am currently unemployed.			231	22.8 %
No Response(s)			66	6.5 %
Totals			1009	100%

Are you aware that Massachusetts Healthcare Reform requires every Massachusetts resident to have healthcare coverage?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			219	21.7 %
No			9	<1 %
No Response(s)			781	77.4 %
Totals			1009	100%

Are you aware that medical benefits are available to W-2 contract and temporary employees through some staffing firms?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			187	18.5 %
No			41	4.0 %
No Response(s)			781	77.4 %
Totals			1009	100%

Would you to consider leaving your current employment situation for a temporary-to-hire opportunity or contract or temporary position if you could participate in an HMO or PPO health plan for a small portion of the premium?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			112	11.1 %
No			109	10.8 %
No Response(s)			788	78.0 %
Totals			1009	100%

* How long have you been with your current employer?

Answer	0%	100%	Number of Response(s)	Response Ratio
0-2 years			521	51.6 %
3-6 years			114	11.2 %
7-10 years			40	3.9 %
10+ years			28	2.7 %
No Response(s)			306	30.3 %
Totals			1009	100%

* Below is a list of factors that contribute to job satisfaction. Rank these factors based on level of importance.

1 = Most Important

Answer	1	2	3	4	5	6	Number of Response(s)	Ranking Score*
Competitive Salary/Pay							658	2.1
Employee Appreciation							658	3.8
Benefits Package							658	3.5
Company Culture							658	4.2
Opportunities for Growth							658	3.9
Work/Life Balance							658	3.5

*The Ranking Score is the weighted average calculated by dividing the sum of all weighted rankings by the number of total responses.

*** How satisfied are you in your current work situation based on these factors?**

1 = Very unsatisfied, 2 = Unsatisfied, 3 = Neutral, 4 = Satisfied, 5 = Very satisfied

Answer	1	2	3	4	5	Number of Response(s)	Rating Score*
Competitive Salary/Pay						667	3.2
Employee Appreciation						662	3.3
Benefits Package						661	3.1
Company Culture						661	3.4
Opportunities for Growth						662	2.9
Work/Life Balance						664	3.6

*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

Companies are working hard to attract and retain top talent, some with more success than others. The best companies to work for always have one thing in common: innovative approaches to company culture. What value do you place on the company culture components listed below?

1 = Least





Answer	1	2	3	4	5	Number of Response(s)	Ranking Score*
Creative Benefits (nutrition & wellness programs, paternity leave)						600	2.9
Work Environment (diversity, dress code, etc.)						598	2.8
Corporate Philanthropy, Volunteerism & Community Involvement						597	3.3
Job Perks (yearly bonuses, event tickets, company outings)						598	2.9
Company Values						597	3.0

*The Ranking Score is the weighted average calculated by dividing the sum of all weighted rankings by the number of total responses.




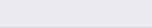
Of these, which does your company offer? (Select all that apply)

Answer	0%	100%	Number of Response(s)	Response Ratio
Creative Benefits Package			223	17.2 %
Diverse Work Environment			356	27.4 %
Community Involvement			233	17.9 %
Job Perks			266	20.5 %
Values-based Business Approach			218	16.8 %
Totals			1296	100%

* Which statement best describes you?

Answer	0%	100%	Number of Response(s)	Response Ratio
I am currently working in my dream job.			44	4.3 %
I am not in my dream job, but I am happy with my work situation.			372	36.8 %
I am not in my dream job, and I am unhappy with my work situation.			207	20.5 %
No Response(s)			386	38.2 %
Totals			1009	100%

Which statement best describes you?

Answer	0%	100%	Number of Response(s)	Response Ratio
I am currently looking for a new job.			444	44.0 %
I am not currently looking for a new job, but may in the near future.			211	20.9 %
I am not looking for a new job.			140	13.8 %
No Response(s)			214	21.2 %
Totals			1009	100%

There are different kinds of job-seekers--namely, passive and active--and each job-seeker uses different tools in their search. Which of the following statements best describes you?

Answer	0%	100%	Number of Response(s)	Response Ratio
I actively search job boards and my resume is posted on several websites.			381	37.7 %
I actively search job boards, but my resume is not posted on any websites.			205	20.3 %
I do not search job boards, but my resume is posted on a few websites.			192	19.0 %
No Response(s)			231	22.8 %
Totals			1009	100%

Imagine you've just been offered an outstanding job--competitive pay and benefits, positive company culture, etc-- and they want you to start tomorrow. Based on your overall satisfaction in your current work situation, would you take the job?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes, I'd take the job.			671	66.5 %
No, I wouldn't take the job.			164	16.2 %
No Response(s)			174	17.2 %
Totals			1009	100%