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Nationwide Surveys Sample Executive Summary

This Executive Summary was prepared by Nationwide Surveys. Respondents in this sample were surveyed using a paper and pencil form that was distributed to Client's employees from May 24 through 28, 2004. A total of 120 respondents were surveyed. Please note: This is a sample and does not represent any actual data. Data collected by Nationwide Surveys becomes the exclusive property of the client.

Key Findings

- Of those aspects rated, respondents are most satisfied with the "Break facilities" and least satisfied with "Work hours" and "Opportunities for advancement." There is a strong correlation between respondents rating of "Health/dental benefits" and their rating of "Salary/hourly wage."
- The vast majority of respondents (88%) feel that their supervisor treats everyone fairly. Those who indicated that they work "Less than 10 hours per week" were significantly more likely to report that their supervisor treats them unfairly. Those who have worked for the organization for "1 - 2 years" were also more likely than other respondents to indicate that their supervisor does not treat them fairly.
- About half of the respondents indicated that they work "20 - 30 hours per week," with more than 90% indicating that they work from 10 to 40 hours per week.
- More than half of respondents surveyed (58%) have worked at this organization for "5 - 10 years."

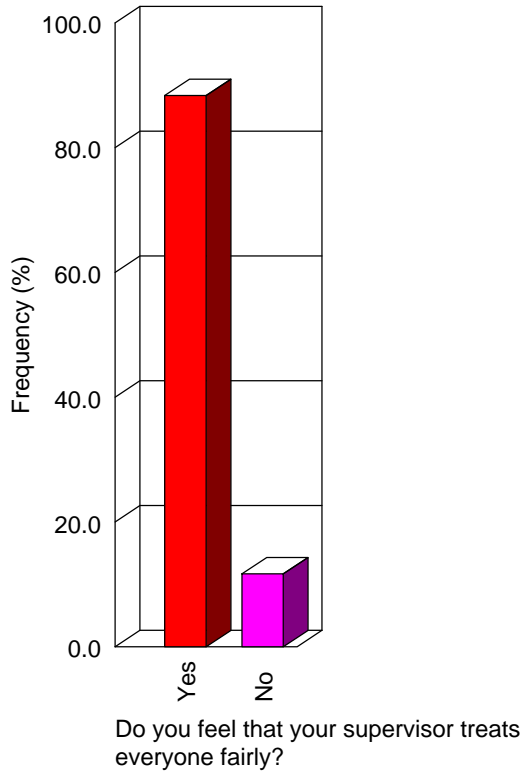
On a scale from 1 to 10 with "1" being "Not at all satisfied" and "10" being "Extremely satisfied," how satisfied are you with each of the following?

	Satisfaction with aspects					
	Break facilities	Health/dental benefits	Opportunity for advancement	Salary/hourly wage	Work hours	Satisfaction with aspects
Frequencies: Number of Respondents	120.0	120.0	120.0	120.0	120.0	120.0
Mean	8.13	7.41	6.83	7.43	6.82	7.32

Respondents were asked to rate various aspects of their job. The ratings for each of these aspects is above. A comparison of these ratings shows that the highest rated was "Break facilities" (8.13) and the lowest rated were "Work hours" (6.82) and "Opportunity for advancement" (6.83).

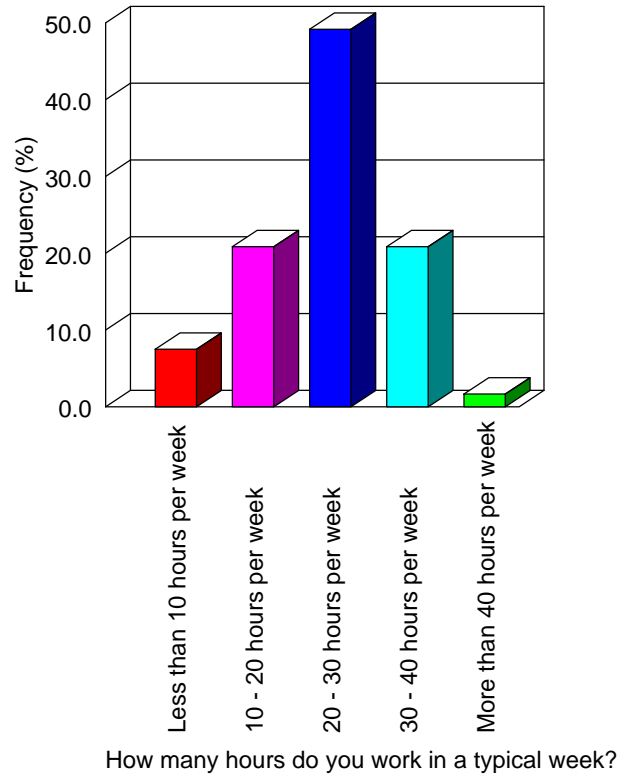
	Salary/hourly wage									
	Rated 1	Rated 2	Rated 3	Rated 4	Rated 5	Rated 6	Rated 7	Rated 8	Rated 9	Rated 10
Health/dental benefits										
Rated 1	0	0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0
Rated 2	0	0	33.3% 1	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0
Rated 3	0	0	66.7% 2	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	25.0% 1
Rated 4	0	0	0.0% 0	50.0% 1	33.3% 1	0.0% 0	0.0% 0	2.2% 1	0.0% 0	0.0% 0
Rated 5	0	0	0.0% 0	0.0% 0	33.3% 1	0.0% 0	7.4% 2	0.0% 0	0.0% 0	0.0% 0
Rated 6	0	0	0.0% 0	0.0% 0	0.0% 0	72.2% 13	0.0% 0	6.7% 3	0.0% 0	0.0% 0
Rated 7	0	0	0.0% 0	0.0% 0	33.3% 1	0.0% 0	77.8% 21	8.9% 4	0.0% 0	0.0% 0
Rated 8	0	0	0.0% 0	50.0% 1	0.0% 0	27.8% 5	14.8% 4	73.3% 33	0.0% 0	0.0% 0
Rated 9	0	0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	8.9% 4	88.9% 16	25.0% 1
Rated 10	0	0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	11.1% 2	50.0% 2
Totals	% 0	% 0	100.0% 3	100.0% 2	100.0% 3	100.0% 18	100.0% 27	100.0% 45	100.0% 18	100.0% 4

In the table above, we can see how individual respondents' ratings of "Health/dental benefits" compared with their ratings of "Salary/hourly wage." In reviewing the results, we can see that not only is there a strong correlation between the two, but that respondents often gave each of these two aspects the exact same rating (e.g., 77.8% of respondents who rated "Health/dental benefits" as "7" on a scale from "1" to "10" also rated "Salary/hourly wage" as "7.")



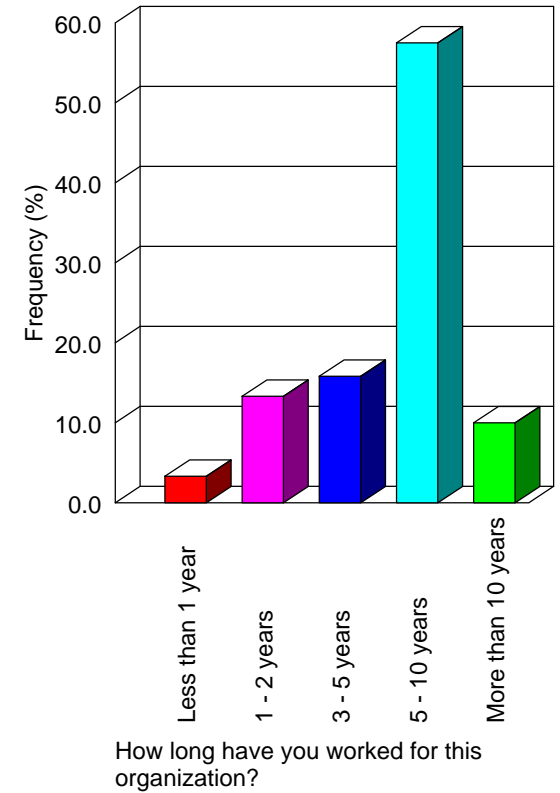
Do you feel that your supervisor treats everyone fairly?	
Yes	88.3% 106
No	11.7% 14
Totals	100.0% 120

The vast majority of respondents indicated that they believe that their supervisor treats them fairly.



How many hours do you work in a typical week?	
Less than 10 hours per week	7.5% 9
10 - 20 hours per week	20.8% 25
20 - 30 hours per week	49.2% 59
30 - 40 hours per week	20.8% 25
More than 40 hours per week	1.7% 2
Totals	100.0% 120

As the bar graph above shows, about half of the respondents indicated that they work "20 - 30 hours per week," with more than 90% indicating that they work from 10 to 40 hours per week.



How long have you worked for this organization?	
Less than 1 year	3.3% 4
1 - 2 years	13.3% 16
3 - 5 years	15.8% 19
5 - 10 years	57.5% 69
More than 10 years	10.0% 12
Totals	100.0% 120

More than half of respondents surveyed (58%) have worked at this organization for "5 - 10 years."

		How many hours do you work in a typical week?									
		Less than 10 hours per week		10 - 20 hours per week		20 - 30 hours per week		30 - 40 hours per week		More than 40 hours per week	
Do you feel that your supervisor treats everyone fairly?											
Yes		11.1%	1	88.0%	22	96.6%	57	96.0%	24	100.0%	2
No		88.9%	8	12.0%	3	3.4%	2	4.0%	1	0.0%	0
Totals		100.0%	9	100.0%	25	100.0%	59	100.0%	25	100.0%	2
Freq Error*		±21.0%		±13.0%		±4.7%		±7.8%		±0.0%	

* Note: Frequency error covers 95% of distribution.

In the table above, one can see that respondents who work "Less than 10 hours per week" are significantly more likely to report that their supervisor treats them unfairly. Further surveying is recommended to see if there is a causal relationship (e.g., Does the respondent feel that the supervisor treats him/her unfairly because the respondent does not get to work more hours? Does the respondent choose to work fewer hours because he/she wants to work as little as possible with this supervisor? etc.)

		How long have you worked for this organization?									
		Less than 1 year		1 - 2 years		3 - 5 years		5 - 10 years		More than 10 years	
Do you feel that your supervisor treats everyone fairly?											
Yes		100.0%	4	43.8%	7	84.2%	16	97.1%	67	100.0%	12
No		0.0%	0	56.3%	9	15.8%	3	2.9%	2	0.0%	0
Totals		100.0%	4	100.0%	16	100.0%	19	100.0%	69	100.0%	12
Freq Error*		±0.0%		±24.8%		±16.7%		±4.0%		±0.0%	

* Note: Frequency error covers 95% of distribution.

Likewise, in the table above, one can see that respondents who have worked for this organization for "1 - 2 years" are significantly more likely to report that their supervisor treats them unfairly than those who have worked at this organization for a longer or shorter period of time. It would be valuable to look at the respondents who have worked for this organization for "1 - 2 years" to see if they have the same supervisor as one another and if this is the same supervisor under which the other respondents work.

Note: Below is another method for displaying the report from the prior page

How many hours do you work in a typical week?

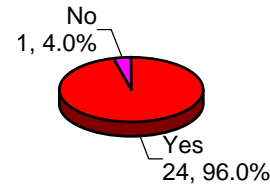
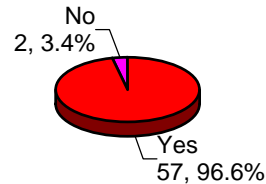
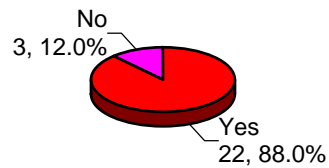
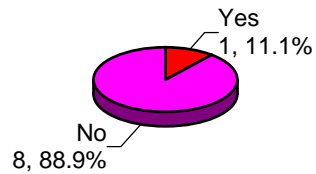
Less than 10 hours per week

10 - 20 hours per week

20 - 30 hours per week

30 - 40 hours per week

More than 40 hours per week



Do you feel that your supervisor treats everyone fairly?

In the pie charts above, one can see that respondents who work "Less than 10 hours per week" are significantly more likely to report that their supervisor treats them unfairly. Further surveying is recommended to see if there is a causal relationship (e.g., Does the respondent feel that the supervisor treats him/her unfairly because the respondent does not get to work more hours? Does the respondent work few hours because he wants to work as little as possible with this supervisor? etc.)

How long have you worked for this organization?

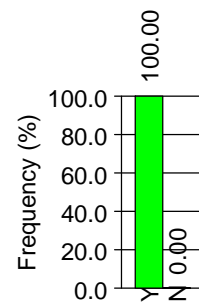
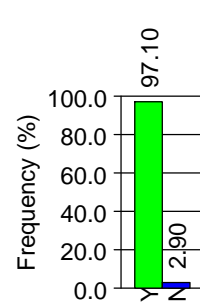
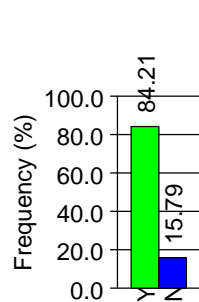
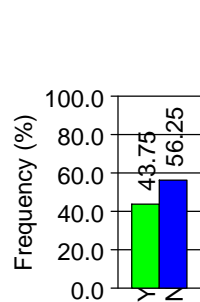
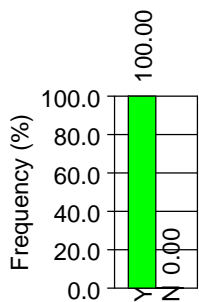
Less than 1 year

1 - 2 years

3 - 5 years

5 - 10 years

More than 10 years



Likewise, in the bar graphs at left, one can see that respondents who have worked for this organization for "1 - 2 years" are significantly more likely to report that their supervisor treats them unfairly than those who have worked at this organization for a longer or shorter period of time. It would be valuable to look at the respondents who have worked for this organization for "1 - 2 years" to see if they have the same supervisor as one another and if this is the same supervisor under which the other respondents work.

Do you feel that your supervisor treats everyone fairly?

Y - Yes N - No