



**Best Places to Work in Idaho
Company Name
Comparative Table
2008 Results**

BY POPULUS
Survey-Based Metrics
to Manage What Matters

Question	Sample Data Not Your Company	Average for Companies	Top Performers
<i>How satisfied are you with your job at your company?</i>			
Very satisfied	77%	70%	81%
Somewhat satisfied	23%	22%	15%
Neutral	0%	4%	3%
Somewhat/very dissatisfied	0%	4%	1%
<i>How satisfied are you with your company or organization overall?</i>			
Very satisfied	73%	63%	81%
Somewhat satisfied	23%	33%	14%
Neutral	0%	0%	1%
Somewhat/very dissatisfied	5%	4%	4%
<i>Which of the following statements best describes your desire to still be working for your company five years from now?</i>			
I really hope I will be working here five years from now	64%	48%	70%
I would like to be working here five years from now	28%	32%	25%
I don't have very strong feelings one way or another about my future here	7%	15%	5%
I would rather not be working here five years from now	1%	4%	0%
I strongly hope I'm not working here five years from now	0%	1%	0%
<i>I would recommend this company to a friend as a great place to work.</i>			
Strongly agree	76%	59%	82%
Somewhat agree	14%	33%	12%
Neutral	5%	2%	3%
Somewhat/strongly disagree	5%	6%	2%



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<i>Please indicate how important that item is to you in your satisfaction with working at your company. (mean on 5-pt scale; 5 = very important)</i>			
Health benefits provided by your company	4.4	4.2	4.6
Retirement benefits offered by your company	4.1	3.9	4.5
Your base pay	4.5	4.5	4.6
Bonuses that are paid at your company's discretion	4.0	4.4	4.4
Amount you pay for your own or your dependents' health care benefits	4.2	4.0	4.3
Child or dependent care benefits provided by your company	2.6	2.4	3.1
The opportunity your company provides to work in a variety of roles and jobs	4.1	4.3	4.3
Importance: The amount of responsibility and accountability you have	4.3	4.6	4.5
The opportunity to get a better job in the organization	4.0	4.4	4.3
Performance reviews that set goals for your career development	4.2	4.5	4.2
Your company's efforts to promote work-life balance	4.3	4.1	4.5
The availability of flexible work schedules	4.5	3.9	4.5
The number of hours you are required or feel the need to work each week	3.9	4.3	4.3
The opportunity to do your work from home (telecommuting)	2.9	2.9	3.6
The amount of vacation time/leave you are able to take	4.3	4.2	4.4
The availability of an employee assistance program (such as counseling) to help with personal or family issues	2.1	2.7	3.5
Your opportunity to do challenging work	4.5	4.5	4.5
The reputation of your company and its products/services in the marketplace	4.5	4.7	4.7
Your company's workplace culture and traditions	3.7	4.4	4.4
The facility and amenities provided	3.7	4.2	4.1
The technology available to you	4.1	4.5	4.5
The team or group you work with	4.6	4.6	4.7
The quality of your direct manager	4.6	4.6	4.8
The quality of senior management	4.5	4.8	4.7
Communication from management about what's going on in the organization	4.4	4.4	4.6
Management's standards for honesty and integrity (business ethics)	4.9	4.7	4.8



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<p><i>How satisfied or dissatisfied are you with these aspects of your employment at your company? ("Sat" items below. Index computed based on count of "very satisfied" responses (10-pt scale))</i></p> <p><i>Please indicate how much you agree or disagree with each statement as it relates to your workplace. ("Agr" items below. Index computed based on count of "strongly agree" responses (10-pt scale)).</i></p>			
Compensation and Benefits Dimension (Composite Score)	33.4	27.8	49.1
Sat: Health benefits provided by your company	2.9	1.9	6.2
Sat: Retirement benefits offered by your company	4.0	2.6	5.7
Sat: Your base pay	3.9	2.6	4.6
Sat: Bonuses that are paid at your company's discretion	3.7	5.2	5.8
Sat: Amount you pay for your own or your dependents' health care benefits	1.6	0.7	3.9
Sat: Child or dependent care benefits provided by your company	1.8	0.4	2.5
Agr: Employees throughout the organization are paid fairly for the work they do.	3.8	4.4	4.8
Agr: The pay levels in this company are at least as good or better than the 'market rate.'	4.2	3.7	5.2
Agr: Benefits offered by this company are at least as good or better than what is typical in this market.	3.2	3.3	7.2
Agr: The company promotes employee health and wellness.	4.3	3.0	6.9
Employee Growth and Development Dimension (Composite Score)	61.9	50.7	61.5
Sat: The opportunity your company provides to work in a variety of roles and jobs	6.7	5.9	5.9
Sat: Importance: The amount of responsibility and accountability you have	7.5	5.6	6.3
Sat: The opportunity to get a better job in the organization	4.6	4.1	4.8
Sat: Performance reviews that set goals for your career development	4.1	3.3	5.1
Sat: The company recognizes me for my contributions on the job.	5.2	3.3	6.5
Agr: My boss is respectful and fair, always treating me consistently.	9.2	4.8	7.5
Agr: My performance appraisal is a fair reflection of my performance.	5.5	5.6	6.1
Agr: The company is committed to my professional development.	5.8	6.3	6.3
Agr: My skills and abilities are well matched to my job.	9.0	5.9	7.1
Agr: My company provides the necessary training for me to do my job well.	4.3	5.9	5.9



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Work-Life Balance Dimension (Composite Score)	50.1	35.2	54.2
Sat: Your company's efforts to promote work-life balance	7	1.9	5.6
Sat: The availability of flexible work schedules	6	4.8	6.7
Sat: The number of hours you are required or feel the need to work each week	6.1	3.7	6.1
Sat: The opportunity to do your work from home (telecommuting)	3	0.7	3.8
Sat: The amount of vacation time/leave you are able to take	3.7	4.4	6.4
Sat: The availability of an employee assistance program (such as counseling) to help with personal or family issues	2.4	0.4	4.2
Agr: My work load is reasonable.	4.8	4.4	5.7
Agr: People are encouraged to balance their work life and personal life.	7.2	1.9	5.5
Agr: The company encourages employees to be active in community causes or events.	4.1	8.1	8.1
Agr: In a typical week, I am satisfied with the work I've been able to accomplish.	5.8	4.8	6.4
Work Environment Dimension (Composite Score)	78.2	64.6	68.7
Sat: Your opportunity to do challenging work	6.9	7.4	7.3
Sat: The reputation of your company and its products/services in the marketplace	7.8	8.5	8.1
Sat: Your company's workplace culture and traditions	4.9	4.1	6.4
Sat: The facility and amenities provided	8.4	8.5	7.1
Sat: The technology available to you	6.7	7.0	6.9
Sat: The team or group you work with	7.5	7.0	7.3
Agr: The company encourages and fosters teamwork.	7.5	6.3	7.4
Agr: I know how my work relates to the company's mission and goals.	6.1	5.9	7.5
Agr: Promotions in my work group are based on merit.	5.8	4.1	5.0
Agr: I have sufficient resources to get my job done.	7.6	7.0	7.4
Agr: I feel comfortable being myself in my workplace	9	5.2	7.5
Company Management Dimension (Composite Score)	64.0	55.6	61.5
Sat: The quality of your direct manager	7.3	5.6	7.4
Sat: The quality of senior management	8.2	5.9	6.5
Sat: Communication from management about what's going on in the organization	5.1	3.3	5.5
Sat: Management's standards for honesty and integrity (business ethics)	7.4	6.7	7.7
Agr: The executives' leadership and vision inspire me in my work.	6.1	5.2	5.8
Agr: Management has a clear view of where the organization is going and how to get there.	5.2	5.9	6.8
Agr: I get straight answers from my management when I ask questions.	7.0	5.6	6.1
Agr: The organization fosters open communication that is respectful of differing opinions.	7.2	3.7	6.1
Agr: The company's policies and procedures are clear and able to be followed.	5.2	5.6	6.3
Agr: My company strives to contribute positively to the quality of life in the community.	5.3	8.1	7.6