

Employee Demographic Repo Prepared for: Hartford Area Habitat for

Best Companies Group	Agreement	Disagreement	Agreement	ss than one year	e year to less than two ars	o years to less than five ars	e years to less than ten ars	n years or more	ss than 21	- 25	- 35	- 55	- 65	ove 65	male	9	ıck or African-American	ian	ite or Caucasian	ipanic or Latino tive American (not Pacific	ander) cific Islander	Racial or Multi-Racial	Il-Time rt-Time	ministrative / Clerical	ecutive / Partner	nager or Supervisor	oduction / Service	ofessional	her	stomer Service / Care / pport	velopment / Fundraising	iance / Accounting	man Resources ormation Technology	leg	rketing / Advertising	intenance / Operations
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Total number of responses: 20				2	4	7	4	1	0	0	5 3	4	3	4	9	9	3	0	10	2 0	0	1	13 7	2	0	7	5	3	3	2	4	2	0 0	0	0	2
LEADERSHIP AND PLANNING																														اــــــــــــــــــــــــــــــــــــــ						
I understand the long-term strategy of this organization		0	87	х	х	100		х	0	0		х	х	х		100	х	0		x 0			100 100	х	0	100	100	х	х	х	х	х	0 0	0	0	
I have confidence in the leadership of this organization	100		80	х	Х	100		Х	0		100 x	Х	Х	Х		100	Х		100	x 0			100 100	Х	0	100	100	Х	Х	X	Х	X	0 0	0	0	
The leaders of this organization care about their employees' well being	100	0	80	х		100		Х	0		100 x	Х	Х		100	100	Х		100	x 0			100 100	Х	0	100	100	Х	Х	Х			0 0	0	0	
Senior leaders live the core values of the organization There is adequate planning of departmental objectives	90		67 67	X		100		X	0	0		X	X			100 78	X		100 80	x 0 x 0			100 100 92 86	X	0	100		X	X	X			0 0	0 0	0	
There is adequate planning of departmental objectives There is adequate follow-through of departmental objectives	85		67	X	X	86		X	0		80 x 80 x	X	X		89		X X			x 0			92 71	X		100		X	X	X		X	0 0) 0	0	
The leaders of this organization are open to input from employees		5	73	X	X			X						X		89			70 90	x 0		X	92 71					X	X		X		0 0		0	
Leadership and Planning - AVERAGE		1						X		Ŏ		_ ^				92		0		x 0			97 94				86							0		
CORPORATE CULTURE AND COMMUNICATIONS	-30		- '-			30	^	^	•		v ^		^	^	30	32		-	31			^	3, 34		-	100	- 00	^	^			^	- 0	-		^
	400	0			L	100	L.				100	+	L	L	400	100	L	\vdash	400			L	400 400	-	1	100	100			ليب			_	+	\vdash	
This organization's corporate communications are frequent enough			60	х				Х	0			X				100	х			x 0		х	100 100		0			х	х	х				0		
This organization's corporate communications are detailed enough I have a good understanding of how this organization is doing financially		0	57 60	X		100		X	0		100 x 100 x		X			100	X	0		x 0 x 0			100 100 100 86		0	100		X	X	X				0 0	0	
I can trust what this organization tells me	100		87	X		100		X	0		100 x	X	X			100	X	0	100	x 0			100 86		1 0	100	100		X	X		x	0 0) 0		
This organization treats me like a person, not a number	100		93	X	X	100		X	0		100 x	X	X	X	100		X	0	100	x 0			100 100	X	1 0	100	100	X	X	X		X	0 0) 0	0	
This organization gives me enough recognition for work that is well done	95		73	x	· ^	86		x	0		100 x	+ ^	ı x		89		÷	0	90	× 0		x	100 86	÷	1 0	100		x	Ŷ	x		x	0 0	, 	<u> </u>	-
Staffing levels are adequate to provide quality products/services	85		60	x		57		x	0		80 x	Ŷ		x	78		×	0	70	x 0			92 71	Ŷ	1 0	86		x	x	x		x	0 0	0 0	0	
Quality is a top priority with this organization	95		80	X		100		X	0	0		X	X			89	X	0	90	x 0	Ö		92 100	X	0	86	100	x	X	x		x	0 0	, i	ŏ	
Safety is a top priority with this organization	100		93	X	X	100	X	X	ō	0	100 x	X	X	X	100		X	0	100	x 0	0	X	100 100	X	1 0	100	100	X	X	X	X	X	0 0	0	0	X
I believe there is a spirit of cooperation within this organization	90	10	87	х	х	86	х	х	0	0	60 x	х	х	х	100		х	0	90	x 0	0	х	92 86	х	0	100	60	х	х	х	х	х	0 0	0	0	х
My employer enables a culture of diversity		0	100	х	х	100	х	х	0	0	100 x	х	х	х	100	100	х	0	100	x 0	0	х	100 100	х	0	100	100	х	х	х	х	х	0 0	0	0	х
I like the people I work with at this organization	100		93	Х	Х	100	х	Х	0	0	100 x	х	х	Х		100	Х	0	100	x 0	0	Х	100 100	Х	0	100	100	х	Х	х	х	х	0 0	0	0	х
At this organization, employees have fun at work	95		87	Х	Х	100		Х	0		100 x	Х	Х	Х	89		Х	0	100	x 0	0	Х	92 100	Х	0	86	100	х	Х	Х	Х	Х	0 0	0 0	0	Х
I feel I can express my honest opinions without fear of negative consequences	100		80	Х		100		Х	0		100 x	Х	Х			100	Х		100	x 0			100 100		0	100	100		Х	х		Х	0 0	0	0	
Changes that may affect me are communicated to me prior to implementation		0	53	х		71		Х	0	0					78		х			x 0		х	100 43			86			Х	х			0 0	0		
Corporate Culture and Communications - AVERAGE	96	1	78	х	Х	92	х	х	0	0	95 x	X	X	х	95	96	Х	0	93	x 0	0	x	98 91	Х	0	96	95	Х	Х	х	х	Х	0 0) 0	0	X
ROLE SATISFACTION																														i '					1	
l like the type of work that I do	100		93	х	х	100	х	х	0	0	100 x	х	х	х	100	100	х	0	100	x 0	0	х	100 100	х	0	100	100	х	х	х	х	х	0 0	0	0	х
I am given enough authority to make decisions I need to make	100		80	Х	Х	100	х	Х	0	0	100 x	х	х	Х		100	Х	0	100	x 0	0	Х	100 100	Х	0	100	100	х	Х	х	х	х	0 0	0	0	х
I believe my job is secure	95		80	Х	Х	100		Х	0	0		Х	Х	Х		100	Х	0	90	x 0	0	Х	100 86	Х	0	100	100	х	Х	Х	Х	Х	0 0	0 0	0	Х
Deadlines at this organization are realistic		0	86	Х	Х	100		Х	0	0		Х	Х	х		100	Х		100	x 0	0		100 100	Х	0	100	100	х	Х	х		Х	0 0	, 0	0	
I feel I am valued in this organization	100		87	х	Х	100		Х	0	0		Х	Х			100	Х		100	x 0		х	100 100	Х	0	100	100	Х	Х	х		Х	0 0	0	0	
I feel part of a team working toward a shared goal	100		93	х		100		х	0		100 x	х				100	Х		100	x 0			100 100	Х	0	100	100	Х	Х	х		^	0 0	0	0	
I am able to maintain a reasonable balance between work and my personal life	100	5	67	х	Х	86		Х	0		80 x	X	Х	Х		89 100	Х	0	90	x 0			92 100 100 100	Х	0	100	100	Х	Х	Х			0 0	0	0	
My job makes good use of my skills and abilities I have a clear understanding of my job role		0	87	X	X	100		X	0	0	100 x	X X	X			100	×		100	x 0 x 0			100 100	X	1 0	100	100	X	X	X		X	0 0	0 0	0	
I understand the importance of my role to the success of the organization	100		87	X		100		X	0		100 X	- X	X	X		100	- X	0	100	X 0	0		100 100		1 0	100	100	X .	X	X		X Y	0 0	, 0	0	
Most days, I feel I have made progress at work		1 0	87	X				X	0	0		1 x	X	^		100	X	0		x 0			100 100		1 0	100		X	X	X		X	0 0	0		
Role Satisfaction - AVERAGE				x				x				÷	x			99	x			x 0			99 99				100		x	x			0 0	0		
WORK ENVIRONMENT	33	-	-07			33			-		30 A				33	33	_^	-	30	^ 0		-	33 33	-	+ -	100	100	^		$\overline{}$	-		-	-		
	400	0	-02		L	400	L				100			L	400	100		\vdash	400				400 400		1	100	100			ليب			_	+	\vdash	
My physical working conditions are good	100 95		93 93	X	X	100 86		X	0	0	100 x	X	X	X	100	100	X		100	x 0			100 100 100 86			100	100	X	X	X		X	0 0	0 0	0	
My general work area is adequately heated/cooled There is adequate noise control to allow me to focus on my work	100		70			100		X	0		100 X		X			100			89	x 0 x 0		X	100 86		1 0	100	100	X	X	-		x	0 0	0 0	<u> </u>	_ X
My workspace has adequate privacy for me to do my job	84		79	X		71		X	0	0		X	X		89		X		100 67	x 0		X	83 86		0	71	100	X	X	X			0 0	0 0	0	_X
I feel physically safe in my work environment		0	100	X				X	0	0						100	X			x 0		X	100 100					X	X) 0		
Work Environment - AVERAGE		2	87	x				x								95	x			x 0		x	97 94				100		x			x		0		
	30		- 0,	_^_		31		^	U	0	- X	^	^	^	30	33			31		-	^	3, 94			34	100	^	^	_^		^	- 0	-		^
RELATIONSHIP WITH SUPERVISOR	100	+ -				105					100		1		105	100			100		+ -		400 455	_	+ -	100	100			-	\longrightarrow	\rightarrow		\perp	\vdash	
My supervisor treats me fairly	100 95	0					х				100 x												100 100 100 86											0 0		
My supervisor treats me with respect		0										I Y	I Y			1 100	Y	()	90 1	Y I ()	1 ()	1 Y	100 86	Y Y								Y	0 1 0			

LENGTH OF SERVICE

ETHNIC BACKGROUND

GENDER

Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly" (with exception of "% Disagreement" Column)

My supervisor handles my work-related issues satisfactorily My supervisor handles my personal issues satisfactorily My supervisor acknowledges when I do my work well My supervisor tells me when my work needs improvement My supervisor is open to hearing my opinion or feedback My supervisor helps me develop to my fullest potential feel I can trust what my supervisor tells me.

A project of Hartford Business Journal and Best Companies Group.

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x - For confidentiality reasons, demographic categories with less than 5 responses are not included

^{*} Denotes no data available in 2016



Employee Demographic Repo Prepared for: Hartford Area Habitat for

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TO WORK IN																																	
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	1,8	%	%	l se l	Į ž š	l Š Š	<u>-</u>	Fes	2	92	ဖွဲ့	9 9	g A	Fe Fe	Ma	Bla	Asi Asi	ı≅	Nat	ac	<u> </u>	2	Par	₽ g	<u> </u>	L	% \$	ing fing	é	Æ	후 학	ا ق ا غ	Na Na
Total number of responses: 20	, i		-	2 4	7	4	1	0	-	5	3	4 3	3 4	9	9	3	0 10	2	0	- 0	1	13	7	2	0 7	5	3 3	2	4		0	0 0	0 2
TRAINING, DEVELOPMENT AND RESOURCES																																	
This organization provided as much initial training as I needed	90	-	67	x x	71	×		_		100		x x	x x	78	100		0 80	x		_	×	100	71		0 0	3 100		X	×	×	$\overline{}$		+ N V
This organization provided as much initial training as i need. This organization provides as much ongoing training as I need.	79		67	X X			X	0	0	FO.			X X			X	0 67	X	0	0	X	83	71	X	0 0	60					\	1 0	0 x
This organization provides as much origoning training as rineed This organization provides the technology, equipment and resources I need to do my job well	79	11	70	X X	57	X	× ×	0	\ \frac{1}{2}	80			X X	78			0 60		0	0	X	92	57	× -	0 0	5 75				X	-	1 0	1 0 X
The computer or other hardware I use to do my job is dependable	81	13	80	X X	67		X	0	l ŏ	67			X X	88		_ ^	0 67		l ö	ň	×	90	67	X	0 10					X	~ + '	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 	1 0 X
The software and program applications I use to do my job are adequate	81	13	86	 	67	· x	Ŷ	0	1 0	67	Ŷ		x x	88		v	0 67	+ ^	1	ň	Ŷ		67	Ŷ	0 10	0 50	 	+ ^		Ŷ	-	1 0	+ 0 + 0
Technology issues are resolved in a timely manner	67	7	57	 	50	- ×	Ŷ	0	l ŏ	67	· ·		X X	57		· ·	0 50	+ ^	ň	0	×		40	Ŷ	0 7	1 50	+ 2 + 2	- X		X	~ +	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 	1 0 1 2
Technology issues affecting my work are communicated to me in a timely manner	93	7	64	ŶŶ	100	_ ^	Ŷ	0	ň	100	Ŷ		x x	100		Ŷ	0 86	+ ^	ň	ň	x	100	75	Ŷ	0 10	0 50	x x			Ŷ	~ –	1 0	1 n 1 v
understand what is expected for career advancement	81	Ó	64	ŶŶ	80	Ŷ	Ŷ	0	ň	60	Ŷ	x x		100		Ŷ	0 57	Ŷ	0	0	Ŷ	77	100	Ŷ	0 8	3 75	Y Y	Ŷ	Ŷ	Ŷ	0	6 6	0 ×
I am encouraged to explore growth or advancement opportunities within the organization	76	0	69	Y Y	67	Y	Y	0	0	60	× ×	x x	X X	88		Y	0 50	Y	0	0	Y	77	75	Y	0 8:	3 75	Y X	Y	Y	Y	0	ó 0	0 ×
There is room for me to advance at this organization	80	0	73	x x	80	X	X	0	0	80	x		x x	83		X	0 57	X	0	0	X	83	67	x	0 8	100	X X	X	x	X	0	0 0	0 x
I trust that if I do good work, I will be considered for a promotion	88		69	x x	80		X	0	ō	80	X		x x	100			0 67		ō	0	X	85		X	0 8	3 100				X	0	0 0	0 x
Training, Development and Resources - AVERAGE	81	5	70	х х	70	х	х	0	0	74	х	x x	х х		73	х	0 64	х	0	0	х	87		х	0 8	7 71	X X	х	х	х	0 (0 0	0 x
PAY AND BENEFITS																																	
My pay is fair for the work I perform	80	5	60		71	x	v	0	_	60		x x	x x	78	79	_	0 70	x	0	0	x	77	86	_	n 8	6 80	x x	×	Y	x			
Overall, I'm satisfied with this organization's benefits package	95	0	00	 	100		Ŷ	0	0	100			x x	88		· ·	0 100		0	0	÷	92		· -	0 8	3 100		-	Ŷ	· -	 	0	1010
I'm satisfied with the amount of vacation (or Paid Time Off)	93	0	100	- 	80	+ ^	Ŷ	0	0	75	Ŷ		x x	100		· ·	0 88	· ^	0	0	x	92		Ŷ	0 10	0 100	x x	T x	<u> </u>	· ·		1 0	+ 0 + ÷
I'm satisfied with the sick leave policy	100	ň	100	-	100	+ ÷	Ŷ	0	ň	100	Ŷ		x x	100		Ŷ	0 100	+ ^	n	n	÷	100		Ŷ	0 10	0 100		→ ÷	Ŷ	Ŷ	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 	1 0 V
I'm satisfied with the amount of healthcare paid for	90	0	100	Y Y	100		Y	0	ň	100	× ×		x x	50		Y	0 100		0	0	Ŷ	90	0	Y	0 80	100	Y X	X	Y	Y	0	ó 0	0 ×
I'm satisfied with the dental benefits			86	X X	100		X	0	0	50	x		X X	100		X	0 75	X	0	0	X	88	0	x	0 10	0 50	X X		X	x	0	0 0	0 x
I'm satisfied with the vision care benefits	78	0	86	x x	50	×	X	0	0	100	x		x x	33		x	0 80	×	0	0	X	88	0	x	0 7	5 100	x x	X	x	x	0	0 0	0 x
I'm satisfied with the retirement plan benefits	92	0	80	x x	100	x	х	0	0	67	x	x x	x x	100		х	0 83	х	0	0	х	91	100	х	0 10	0 67	X X	х	х	х	0	0 0	0 x
I'm satisfied with the life insurance benefits	92	0	90	x x	100		х	0	0	50	х	x x	x x	100		х	0 86	х	0	0	X	90		х	0 10	0 50	x x	X	х	х	0	0 0	0 x
I'm satisfied with the disability benefits	100	0	83	х х	100	х	х	0	0	100	х	x x	х х	100	100	х	0 100	х	0	0	х	100	100	х	0 10	0 100	x x	х	х	х	0	0 0	0 x
I'm satisfied with the tuition reimbursement benefits	75	0	0	х х		х	х	0	0	0	х	х х	х х	0		х	0 100	х	0	0	х	75	0		0 50			х	х	х	0	0 0	0 x
Pay and Benefits - AVERAGE	89	2	80	х х	82	х	х	0	0	73	х	x x	х х	77	91	х	0 89	х	0	0	х	89	62	х	0 89	9 86	x x	х	х	х	0 (0 0	0 x
OVERALL ENGAGEMENT																																	
Overall, I am very satisfied with my employer	100	0	80	x x	100	×	v	0	0	100	v	x x	x x	100	100	v	0 100	- v	0	0	×	100	100	x	0 10	0 100	x x	T x	x	x	$\overline{}$		
Most days, I look forward to going to work	100		87	x x	100		x	0	ň	100			x x		100	Ŷ	0 100		n	n	x	100		x	0 10					x	-	1 0	+ 0 + x
My job provides me with a sense of meaning and purpose	100		93	x x	100		Ŷ	0	ň	100			x x		0 100	Ŷ	0 100		0	n		100		x	0 10					x	0	6 6	1 ×
I am proud to work for this organization	100		93	X X			X	0	0	100			X X	100		X	0 100		0	0	X	100		X	0 10					x	0	ó 0	0 x
I feel this organization has created an environment where I can do my best work	95		87	X X	100		X	0	0	80			X X	100		X	0 90		0	0	x	92		x	0 10			_		x	0	ó 0	0 x
I am willing to give extra effort to help this organization succeed	100	ō	93	X X	100	X	X	0	ō	100	X		x x		100	X	0 100	X	ō	ō	X	100		X	0 10					X	0	0 0	0 x
I plan to continue my career with this organization for at least two more years	95	0	87	x x			X	0	0	80	х		x x	100		х	0 90	X	0	0	X		100	X	0 10	0 80	x x	_		х	0	0 0	0 x
I would recommend this organization's products/services to a friend	100	0	93	х х	100	x	Х	0	0	100	x	x x	x x	100	100	х	0 100	x	0	0	х	100	100	х	0 10	0 100	x x	х	х	х	0	0 0	0 x
I would recommend working here to a friend	100		80	х х	100	х	х	0	0	100	х	x x	х х	100	100	х	0 100	х	0	0	х	100	100	х	0 10	0 100	x x	х	х	х	0	0 0	0 x
Overall Engagement - AVERAGE	99	0	88	хх	100	х	х	0	0	96	х	x x	х х	100	0 98	х	0 98	х	0	0	х	98		х	0 10	0 96	x x	х	х	х	0 (0 0	0 x
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Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly" (with exception of "% Disagreement" Column)

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x - For confidentiality reasons, demographic categories with less than 5 responses are not included

^{*} Denotes no data available in 2016

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ω Production	O Research & Development	Sales / Retail / Business Development	Other
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