

Workforce Trends and Survey Results—How Does Your Organization Compare?

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Recent survey results released by Walker Information, an Indianapolis-based consulting group, present some interesting trends that will pose significant challenges for employers in the near future. For example:

- ◆ 31 percent of the employees surveyed plan to leave their current employer within the next two years.
- ◆ 28 percent would like to leave their current employer but feel they can't.
- ◆ Only 34 percent are committed to their companies and plan to stay with their companies for at least the next two years.
- ◆ Only 40 percent believe that their companies treat them as their most important asset.

Some of MRA's Employee Opinion Survey normative data may help shed light on why employees report that they are satisfied, or dissatisfied, with their employers. The norms represent the responses of thousands of white-collar and blue-collar employees in a variety of union and nonunion manufacturing and service businesses across the U.S.

- ◆ About 40 percent of employees surveyed believe their pay is not competitive to other employers in their area.
- ◆ About 30 percent believe their benefits package is not good compared to other organizations in their area.
- ◆ About 30 percent believe that management in their organization is not doing what it takes to make the organization successful, while 40 percent believe that management does not consider employee interests when making decisions.
- ◆ 30 percent of employees believe they do not get feedback that helps them do their jobs and 40 percent report that their supervisor does not deal effectively with poor performance.
- ◆ 30 percent do not believe that their organization makes them feel that their contributions are important and that they have opportunities to develop their skills

The data presented above leads to the conclusion that there is considerable room for improvement and opportunity to change the work environment to maximize

employee retention, particularly the retention of those employees you can least afford to lose—your committed, engaged employees. A significant question is how do your employees (particularly those who are loyal/engaged) view the organization and the way they are managed?

A good starting point is to conduct a well-constructed, confidential employee opinion survey. There are a number of consulting groups that now have surveys with an engagement component. MRA is offering its own Employee Opinion Survey/Engagement Index to specifically focus on how engaged employees view their organizations and their jobs. No matter whom you use, a survey can be an impetus for change and serve as a significant human resource metric as your organization moves to the future.

Survey Corner

Questionnaires Available in March

- ◆ Managerial, Supervisory & Professional Survey (closes early March)
- ◆ Non-Exempt Wage Survey (closes early March)
- ◆ Wage Survey of Industrial Jobs

Reports Published Recently

- ◆ National Wage & Salary Survey
- ◆ Economic Impact Update: Salary & Healthcare Adjustments Survey
- ◆ National Sales Compensation & Practices Survey
- ◆ Turnover and Absenteeism Survey (available in late March)
- ◆ Economic Impact Update: Salary & Healthcare Adjustments Survey

For more information, contact Survey Services via phone or e-mail surveys@mranet.org.