

Company ABC Onboarding Survey

Quarter 3 Results | 2016



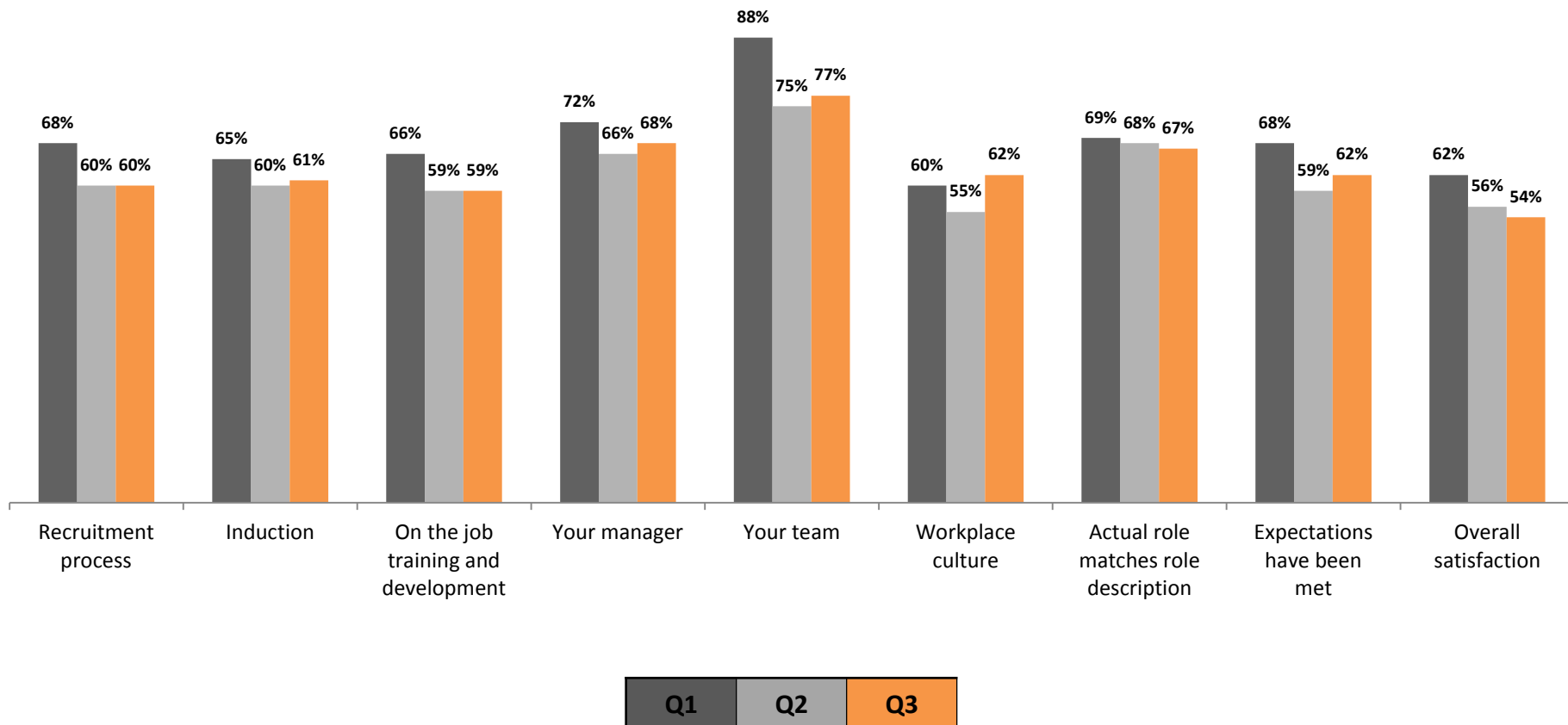
Main reason for joining

Positive trend

Negative trend

Main reason for joining		Q1	Q2	Q3	FY 2016 Overall	Trend from Q1 to Q3
Company Culture and/or values	No. Respondents	35	11	6	52	
	% Respondents	15%	4%	7%	8%	-8%
Company mission/meaningful work	No. Respondents	25	27	12	64	
	% Respondents	5%	10%	13%	11%	8%
Salary and benefits	No. Respondents	25	27	12	64	
	% Respondents	6%	10%	1%	10%	-5%
People they would be directly working with	No. Respondents	39	46	12	97	
	% Respondents	17%	66%	13%	15%	-4%
Career opportunities/progression	No. Respondents	57	76	18	151	
	% Respondents	24%	27%	20%	23%	-4%
Learning and development and/or training opportunities	No. Respondents	64	84	28	176	
	% Respondents	27%	30%	31%	26%	4%
Work/life balance	No. Respondents	14	35	13	62	
	% Respondents	6%	13%	15%	9%	9%
Total		260	307	102	667	

Key theme results



Individual question results

Onboarding Survey Question	Yearly Comparisons			Quarterly Comparisons							
	138 surveys	140 surveys		37 surveys	42 surveys	28 surveys	n/a				
	FY 2015	FY 2016	% change from FY 2015 to FY 2016	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Change from FY 2015 average to Q1 2016	% change from Q1 to Q2	% change from Q2 to Q3	% change from Q3 to Q4
Question 1	49.1%	49.2%	0.1%	45.6%	54.2%	31.3%	n/a	-3.5%	8.6%	-22.9%	n/a
Question 2	52.3%	45.3%	-7.1%	48.5%	56.6%	37.5%	n/a	-3.8%	8.0%	-19.1%	n/a
Question 3	51.1%	46.2%	-4.9%	44.1%	56.0%	40.6%	n/a	-7.0%	11.8%	-15.3%	n/a
Question 4	62.1%	61.6%	-0.4%	63.2%	63.7%	56.3%	n/a	1.2%	0.5%	-7.4%	n/a
Question 5	49.5%	45.7%	-3.8%	47.1%	51.8%	46.9%	n/a	-2.4%	4.7%	-4.9%	n/a
Question 6	41.2%	37.4%	-3.8%	41.2%	45.2%	21.9%	n/a	0.0%	4.1%	-23.4%	n/a
Question 7	55.9%	61.8%	5.9%	58.8%	58.9%	40.6%	n/a	2.9%	0.1%	-18.3%	n/a
Question 8	53.8%	54.1%	0.3%	55.9%	54.8%	50.0%	n/a	2.1%	-1.1%	-4.8%	n/a
Question 9	53.1%	53.2%	0.2%	54.4%	54.2%	50.0%	n/a	1.4%	-0.2%	-4.2%	n/a
Question 10	47.8%	41.3%	-6.5%	48.5%	50.6%	37.5%	n/a	0.7%	2.1%	-13.1%	n/a
Question 11	57.0%	55.7%	-1.3%	58.8%	58.3%	46.9%	n/a	1.8%	-0.5%	-11.5%	n/a
Question 12	54.1%	54.7%	0.5%	54.4%	53.6%	56.3%	n/a	0.3%	-0.8%	2.7%	n/a
Question 13	67.5%	67.6%	0.2%	73.5%	67.3%	56.3%	n/a	6.1%	-6.3%	-11.0%	n/a

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His ad eius dicta qualisque,
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Could have more staff functions
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What are new employees saying in Q3 2016?

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