

# HART-Mullins & White Exploration - 2008 Employee Opinion Survey

## Category Report

### Response Categories

- 1. Strongly Disagree
- 2. Disagree
- 3. Somewhat Disagree
- 4. Somewhat Agree
- 5. Agree
- 6. Strongly Agree

Category	Valid N	% of Respondents:			Response Distribution (by %)						Avg. Score	
		Favorable <i>(Agree + Strongly Agree)</i>	Neutral <i>(Somewhat Disagree + Somewhat Agree)</i>	Unfavorable <i>(Disagree + Strongly Disagree)</i>	6	5	4	3	2	1		
<b>Team Effectiveness</b>	34	Company	75	21	4	31	43	17	4	4	1	4.93
	34	Same Size	75	21	4	31	43	17	4	4	1	4.93
	34	Top 3	75	21	4	31	43	17	4	4	1	4.93
	8952	Industry	84	13	3	53	30	10	3	2	2	5.26
<b>Retention Risk</b>	34	Company	92	7	1	69	22	6	1	1	1	5.57
	34	Same Size	92	7	1	69	22	6	1	1	1	5.57
	34	Top 3	92	7	1	69	22	6	1	1	1	5.57
	8947	Industry	85	11	4	61	23	8	3	2	2	5.32
<b>Alignment with Goals</b>	34	Company	81	18	1	47	34	15	4	1	0	5.22
	34	Same Size	81	18	1	47	34	15	4	1	0	5.22
	34	Top 3	81	18	1	47	34	15	4	1	0	5.22
	8944	Industry	88	9	3	62	26	7	2	1	1	5.41
<b>Trust with Coworkers</b>	34	Company	80	16	4	54	26	13	4	2	2	5.21
	34	Same Size	80	16	4	54	26	13	4	2	2	5.21
	34	Top 3	80	16	4	54	26	13	4	2	2	5.21
	8941	Industry	88	10	2	62	26	8	2	1	1	5.43

Company = Company Data  
 Same Size = All companies of same size  
 Top 3 = Top 3 companies of same size

Industry = Companies in same industry  
 Percentages may not total 100 due to rounding

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Category	Valid N	% of Respondents:			Response Distribution (by %)						Avg. Score	
		Favorable <i>(Agree + Strongly Agree)</i>	Neutral <i>(Somewhat Disagree + Somewhat Agree)</i>	Unfavorable <i>(Disagree + Strongly Disagree)</i>	6	5	4	3	2	1		
<b>Individual Contribution</b>	34	Company	87	9	4	54	33	6	3	1	3	5.25
	34	Same Size	87	9	4	54	33	6	3	1	3	5.25
	34	Top 3	87	9	4	54	33	6	3	1	3	5.25
	8942	Industry	87	10	3	62	25	8	2	1	2	5.39
<b>Manager Effectiveness</b>	34	Company	87	7	6	56	31	5	2	3	3	5.25
	34	Same Size	87	7	6	56	31	5	2	3	3	5.25
	34	Top 3	87	7	6	56	31	5	2	3	3	5.25
	8933	Industry	85	11	4	60	25	8	3	2	2	5.32
<b>Trust in Senior Leaders</b>	34	Company	91	9		59	32	8	2	0	0	5.49
	34	Same Size	91	9		59	32	8	2	0	0	5.49
	34	Top 3	91	9		59	32	8	2	0	0	5.49
	8923	Industry	86	11	3	56	29	9	2	1	2	5.31
<b>Feeling Valued</b>	34	Company	93	5	2	62	32	2	3	2	0	5.49
	34	Same Size	93	5	2	62	32	2	3	2	0	5.49
	34	Top 3	93	5	2	62	32	2	3	2	0	5.49
	8925	Industry	80	15	5	53	28	11	4	2	3	5.16

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		Favorable <i>(Agree + Strongly Agree)</i>	Neutral <i>(Somewhat Disagree + Somewhat Agree)</i>	Unfavorable <i>(Disagree + Strongly Disagree)</i>	6	5	4	3	2	1		
<b>Satisfaction with Current Role</b>	34	Company	88	12	57	31	11	2	0	0	5.44	
	34	Same Size	88	12	57	31	11	2	0	0	5.44	
	34	Top 3	88	12	57	31	11	2	0	0	5.44	
	8953	Industry	85	12	3	58	27	9	2	2	2	5.33
<b>People Practices</b>	33	Company	86	14	61	25	11	3	0	0	5.44	
	33	Same Size	86	14	61	25	11	3	0	0	5.44	
	33	Top 3	86	14	61	25	11	3	0	0	5.44	
	8530	Industry	74	19	7	47	27	14	5	4	3	4.98
<b>Work-Life Balance</b>	33	Company	79	19	2	45	35	16	3	1	1	5.16
	33	Same Size	79	19	2	45	35	16	3	1	1	5.16
	33	Top 3	79	19	2	45	35	16	3	1	1	5.16

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