

Halifax Employee Engagement Survey 2018

Overall Results

Key Highlights

Prepared by Corporate Research Associates

Methodology:

Overall: 2,167 surveys (1,694 online, 473 paper), response rate: 61%

Data Collection: 11 April – 9 May, 2018

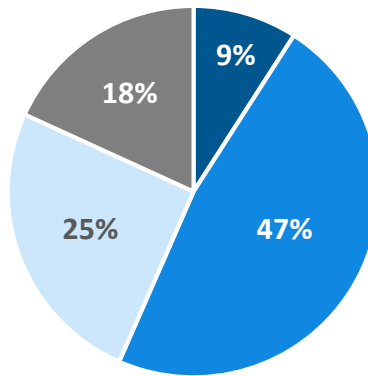
Report Card

HALIFAX

Employee Commitment	3.9	B+
Personal Development	3.4	B-
Communication	3.2	C+
Work Environment	3.9	B+
Employee Value	3.3	C+
Teamwork & Cooperation	3.7	B

Overall 3.6 B

Employee Profile



- High engagement
- Medium engagement
- Low engagement
- Disengaged



Employee Engagement Index

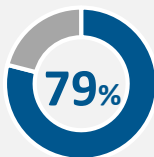
	Overall	DB
Motivated to do a good job	76	81
Look forward to coming to work	73	75
Recommend HRM as good place to work	71	74
Passionate about working for HRM	68	76
Sense of pride in accomplishments of HRM	68	76
Overall Employee Engagement	71	78

Refer to page 18 of the Employee Engagement Report.

Commitment & Overall Satisfaction

71%

High level of commitment to HRM (vs. 70% DB)



Satisfied with their job (vs. 79% DB)



17%

HRM has high level of commitment to employees (vs. 26% DB)



72% Satisfied with HRM as an employer

Personal Development

59%

Opportunity to pursue training (vs. 68% DB)

56%

Career aspirations can be achieved at HRM

51%

Supervisor encourages development (vs. 70% DB)

38%

Learning & skills development is top priority at HRM



81%

Employment is secure (vs. 62% DB)

Held accountable for performance

(vs. 88% DB)



40%



Understand HRM's Plan on a Page 2017-2021 (strategic plan)

Employee Value

DB	Overall	
84%	73%	Treated in a respectful manner
78%	66%	Satisfied with benefits
65%	62%	Fairly compensated (salary)
58%	38%	Recognized for achievements

Teamwork & Cooperation

44%

Given regular feedback on job performance (vs. 61% DB)

Communication

35%

Kept informed of future HRM plans (vs. 63% DB)

Work Environment

78%

Can effectively deal with assigned work (vs. 79% DB)

71%

HRM satisfies needs of the public (vs. 80% DB)

70%

Workplace reflects diverse cultural communities

47%

HRM as an employer is a fun place to work (vs. 72% DB)

Approachability of Management

60%

85%

Sr. Mgmt./ Director of BU vs. Direct Supervisor (vs. 64% DB)

Prepared for:

HALIFAX

Notes: Unless otherwise noted, percentages represent completely/mostly agree on a 5-pt. agreement scale

DB = CRA's Employee Opinion Database excluding HRM results

BU = Business Unit