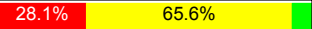





Facility Reports

The facility report is a practical way to illustrate how employees view the company's business practices. The information (responses to survey questions) is displayed side by side in a "base 100 percentile" format. The scores are calculated using a weighted average by frequency of responses. *Please note that the results below are from sample data and do not depict your facility's actual scores.*

Sample Results

Questions	Data Filter	Count	Mean	Category Percentages					Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
				0	20	40	60	80					
WORK ENVIRONMENT													
In my department, communication between employees is open and professional.	X Facility '05	32	53.91						15.6%	12.5%	18.8%	46.9%	6.3%
	X Facility '06	72	48.27 *						11.1%	29.2%	19.4%	36.1%	4.2%
Employees within my department demonstrate the ability to work together as a team.	X Facility '05	31	56.45						6.5%	22.6%	12.9%	54.8%	3.2%
	X Facility '06	72	54.86						5.6%	29.2%	8.3%	54.2%	2.8%

Questions asked in the assessment

Graphic illustration of how each group scored the question. (Green represents the percentage of people that responded "Strongly Agree" to the question, yellow represents "Agree or Neutral" responses, and red represents a response of "Disagree or Strongly Disagree".) The number shown represents the actual percentage in each range.

T-test - One Sample, One Variance Testing

This significance test simply compares the department score with the system overall score. It looks at the difference between the means and percentage points and draws a conclusion as to whether or not the differences are significant or insignificant. If it sees a significant difference, the report shows an asterisk (*). In this case, the department score is significantly lower than the system's total score. In the following question, the score is not significantly different from the system's total score.

ABC Hospital
Business Practices Assessment - YYYY
X Facility(Campus) - Module Report

Sections	Data Filter	Count	Mean	Category Percentages			Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
				0	20	40					
WORK ENVIRONMENT	X Facility '05	31.7	54.64				9.5%	19.7%	19.2%	46.0%	5.6%
	X Facility '06	70.4	57.35				5.2%	21.6%	22.2%	40.8%	10.3%
JOB ROLE	X Facility '05	31.6	63.73				5.9%	11.3%	18.1%	51.6%	13.2%
	X Facility '06	71.4	61.84				3.0%	14.8%	22.2%	51.8%	8.2%
SENIOR LEADERSHIP (System Executives, Hospital Administrator, Assoc. Administrator, Chief Nursing Officers)	X Facility '05	31.4	60.98				6.8%	7.4%	30.5%	45.9%	9.5%
	X Facility '06	70.7	61.77				3.0%	12.5%	26.1%	51.1%	7.3%
MY IMMEDIATE SUPERVISOR (The person who does your performance review/evaluation)	X Facility '05	32.0	70.02				7.8%	5.1%	13.3%	46.9%	27.0%
	X Facility '06	71.8	75.08				2.1%	5.9%	10.6%	52.3%	29.1%
COMPENSATION, BENEFITS, TRAINING AND ORIENTATION	X Facility '05	31.8	58.08				7.1%	13.4%	29.2%	41.0%	9.4%
	X Facility '06	72.0	66.15				2.4%	11.5%	18.4%	54.5%	13.2%
ORGANIZATIONAL CULTURE	X Facility '05	31.8	72.93				2.8%	2.1%	15.7%	59.5%	19.9%
	X Facility '06	71.9	73.33				1.2%	3.9%	15.0%	60.1%	19.8%
Overall Averages	X Facility '05	31.7	63.94				6.6%	9.6%	19.9%	49.3%	14.6%
	X Facility '06	71.3	66.06				2.9%	11.7%	18.9%	51.5%	15.1%

The Module Report at the facility level is an analysis of the response distribution and corresponding Mean score. The distribution is shown in both a % table and a three-tier color graph. The responses are separated in the graph as: **Strongly Disagree and Disagree (Red)**, **Neither (or Neutral) and Agree (Yellow)**, **Strongly Agree (Green)**. This particular report is a summary of categories (sections). Each category has a corresponding series of questions that contribute to the summary score. Those questions are broken out in the pages to follow.



Questions	Data Filter	Count	Mean	Category Percentages					Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
				0	20	40	60	80					
WORK ENVIRONMENT													
In my department, communication between employees is open and professional.	X Facility '05	32	53.91						15.6%	12.5%	18.8%	46.9%	6.3%
	X Facility '06	72	48.27 *						11.1%	29.2%	19.4%	36.1%	4.2%
Employees within my department demonstrate the ability to work together as a team.	X Facility '05	31	56.45						6.5%	22.6%	12.9%	54.8%	3.2%
	X Facility '06	72	54.86						5.6%	29.2%	8.3%	54.2%	2.8%
In my department, employees are treated fairly.	X Facility '05	32	53.13						12.5%	18.8%	15.6%	50.0%	3.1%
	X Facility '06	71	58.80 *						4.2%	23.9%	18.3%	39.4%	14.1%
When changes are made in my department level have been made as a result of input from staff.	X Facility '05	31	44.36						19.4%	25.8%	16.1%	35.5%	3.2%
	X Facility '06	70	50.36 *						7.1%	30.0%	27.1%	25.7%	10.0%
Changes at the department level have been made as a result of input from staff.	X Facility '05	32	48.44						9.4%	28.1%	25.0%	34.4%	3.1%
	X Facility '06	70	50.72						5.7%	28.6%	28.6%	31.4%	5.7%
Suggestions about ways to improve patient care are recognized.	X Facility '05	32	65.63						3.1%	6.3%	25.0%	56.3%	9.4%
	X Facility '06	71	69.02 *						1.4%	9.9%	16.9%	54.9%	16.9%
Physicians treat employees in a respectful manner.	X Facility '05	32	49.22						9.4%	21.9%	34.4%	31.3%	3.1%
	X Facility '06	70	54.29 *						8.6%	15.7%	31.4%	38.6%	5.7%
I have the supplies and equipment I need to do my job effectively.	X Facility '05	31	60.49						3.2%	22.6%	9.7%	58.1%	6.5%
	X Facility '06	70	71.43 *						0.0%	11.4%	12.9%	54.3%	21.4%
Compared to one year ago, working conditions in my department are better (if applicable).	X Facility '05	32	60.16						6.3%	18.8%	15.6%	46.9%	12.5%
	X Facility '06	68	58.46						2.9%	16.2%	36.8%	32.4%	11.8%
JOB ROLE													
I have input in making the decisions that affect my role and responsibilities.	X Facility '05	31	58.87						9.7%	12.9%	16.1%	54.8%	6.5%
	X Facility '06	72	57.29						4.2%	20.8%	22.2%	47.2%	5.6%
In the past three months, I have gone home feeling good about my workday more often than feeling bad. (if applicable).	X Facility '05	32	60.94						9.4%	9.4%	21.9%	46.9%	12.5%
	X Facility '06	71	59.86						4.2%	18.3%	21.1%	46.5%	9.9%
Departments within my facility work well together.	X Facility '05	32	55.47						6.3%	25.0%	15.6%	46.9%	6.3%
	X Facility '06	71	57.04						2.8%	19.7%	25.4%	50.7%	1.4%
Work processes are designed in a way that allow me to do my work effectively.	X Facility '05	32	57.81						6.3%	15.6%	25.0%	46.9%	6.3%
	X Facility '06	70	62.86 *						2.9%	12.9%	17.1%	64.3%	2.9%
I see my job in a positive light and encourage others to consider it as a career.	X Facility '05	32	71.10						3.1%	3.1%	15.6%	62.5%	15.6%
	X Facility '06	72	65.97 *						4.2%	11.1%	16.7%	52.8%	15.3%
I have opportunities for advancement.	X Facility '05	31	68.55						3.2%	9.7%	16.1%	51.6%	19.4%
	X Facility '06	72	60.07 *						2.8%	12.5%	34.7%	41.7%	8.3%
I am satisfied with my job.	X Facility '05	31	73.39						3.2%	3.2%	16.1%	51.6%	25.8%
	X Facility '06	72	69.79 *						0.0%	8.3%	18.1%	59.7%	13.9%

Questions	Data Filter	Count	Mean	Category Percentages					Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
				0	20	40	60	80					
SENIOR LEADERSHIP (System Executives, Hospital Administrator, Assoc. Administrator, Chief Nursing Officers)													
Senior leadership promotes high quality patient care.	X Facility '05	32	71.10						3.1%	3.1%	15.6%	62.5%	15.6%
	X Facility '06	71	70.42						1.4%	5.6%	18.3%	59.2%	15.5%
Senior leadership does a good job of communicating major developments with employees.	X Facility '05	32	61.72						12.5%	0.0%	28.1%	46.9%	12.5%
	X Facility '06	71	61.27						2.8%	11.3%	28.2%	53.5%	4.2%
Recruitment of employees is recognized as a critical issue by senior leadership.	X Facility '05	32	65.63						3.1%	0.0%	37.5%	50.0%	9.4%
	X Facility '06	71	64.44						1.4%	8.5%	29.6%	52.1%	8.5%
Retention of employees is recognized as a critical issue by senior leadership.	X Facility '05	31	56.45						12.9%	9.7%	29.0%	35.5%	12.9%
	X Facility '06	71	54.23						5.6%	22.5%	25.4%	42.3%	4.2%
Senior leadership is aware of the major concerns of most employees.	X Facility '05	31	57.26						3.2%	19.4%	32.3%	35.5%	9.7%
	X Facility '06	71	58.80						4.2%	15.5%	23.9%	53.5%	2.8%
Our senior leadership leads by example.	X Facility '05	32	53.91						9.4%	9.4%	40.6%	37.5%	3.1%
	X Facility '06	70	59.64 *						4.3%	17.1%	22.9%	47.1%	8.6%
I have confidence in ABC Hospital's senior leadership.	X Facility '05	30	60.83						3.3%	10.0%	30.0%	53.3%	3.3%
	X Facility '06	70	63.57						1.4%	7.1%	34.3%	50.0%	7.1%
MY IMMEDIATE SUPERVISOR (The person who does your performance review/evaluation)													
My immediate supervisor communicates openly and honestly.	X Facility '05	32	67.19						9.4%	6.3%	12.5%	50.0%	21.9%
	X Facility '06	72	78.13 *						2.8%	2.8%	5.6%	56.9%	31.9%
My immediate supervisor recognizes good performance by employees.	X Facility '05	32	72.66						6.3%	6.3%	9.4%	46.9%	31.3%
	X Facility '06	72	77.08 *						1.4%	5.6%	8.3%	52.8%	31.9%
My immediate supervisor is accessible to all employees.	X Facility '05	32	74.22						6.3%	0.0%	9.4%	59.4%	25.0%
	X Facility '06	72	78.13 *						0.0%	6.9%	4.2%	58.3%	30.6%
My immediate supervisor seems to care about me as a person.	X Facility '05	32	69.53						9.4%	6.3%	9.4%	46.9%	28.1%
	X Facility '06	72	78.13 *						1.4%	4.2%	6.9%	55.6%	31.9%
I feel comfortable discussing issues and/or problems with my immediate supervisor.	X Facility '05	32	67.19						9.4%	9.4%	9.4%	46.9%	25.0%
	X Facility '06	71	73.94 *						4.2%	2.8%	12.7%	53.5%	26.8%
My immediate supervisor is effective at keeping good employees.	X Facility '05	32	65.63						9.4%	3.1%	25.0%	40.6%	21.9%
	X Facility '06	71	69.72 *						2.8%	8.5%	15.5%	53.5%	19.7%
My immediate supervisor treats others with respect.	X Facility '05	32	76.56						3.1%	3.1%	12.5%	46.9%	34.4%
	X Facility '06	72	74.31						1.4%	6.9%	15.3%	45.8%	30.6%
My immediate supervisor leads by example.	X Facility '05	32	67.19						9.4%	6.3%	18.8%	37.5%	28.1%
	X Facility '06	72	71.18 *						2.8%	9.7%	16.7%	41.7%	29.2%

Questions	Data Filter	Count	Mean	Category Percentages					Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
				0	20	40	60	80					
COMPENSATION, BENEFITS, TRAINING AND ORIENTATION													
I receive competitive pay compared to similar organizations in our area.	X Facility '05	32	58.60						6.3%	12.5%	31.3%	40.6%	9.4%
	X Facility '06	72	55.21						8.3%	22.2%	20.8%	37.5%	11.1%
Our organization's benefits are flexible and tailored to meet the needs of employees.	X Facility '05	32	53.91						12.5%	15.6%	25.0%	37.5%	9.4%
	X Facility '06	72	69.10 *						0.0%	8.3%	19.4%	59.7%	12.5%
Our organization places a high priority on continuous learning.	X Facility '05	32	60.94						3.1%	15.6%	28.1%	40.6%	12.5%
	X Facility '06	72	67.02 *						1.4%	8.3%	18.1%	65.3%	6.9%
New employees receive an adequate orientation within the department.	X Facility '05	31	58.87						6.5%	9.7%	32.3%	45.2%	6.5%
	X Facility '06	72	73.27 *						0.0%	6.9%	15.3%	55.6%	22.2%
ORGANIZATIONAL CULTURE													
ABC Hospital emphasizes delivering the best care for its patients.	X Facility '05	32	76.56						3.1%	0.0%	6.3%	68.8%	21.9%
	X Facility '06	72	75.00						1.4%	1.4%	12.5%	65.3%	19.4%
ABC Hospital uses customer feedback to improve quality.	X Facility '05	31	74.19						0.0%	3.2%	16.1%	61.3%	19.4%
	X Facility '06	72	72.57						1.4%	2.8%	18.1%	59.7%	18.1%
ABC Hospital emphasizes the importance of customer service.	X Facility '05	31	79.03						0.0%	0.0%	9.7%	64.5%	25.8%
	X Facility '06	72	75.00 *						2.8%	1.4%	9.7%	65.3%	20.8%
Employees go out of their way to help and support patients.	X Facility '05	32	62.50						3.1%	12.5%	28.1%	43.8%	12.5%
	X Facility '06	72	67.02 *						1.4%	11.1%	19.4%	54.2%	13.9%
ABC Hospital emphasizes ongoing quality improvement.	X Facility '05	32	72.66						3.1%	0.0%	18.8%	59.4%	18.8%
	X Facility '06	72	75.35 *						0.0%	2.8%	11.1%	68.1%	18.1%
ABC Hospital emphasizes patient safety.	X Facility '05	32	77.35						3.1%	0.0%	0.0%	78.1%	18.8%
	X Facility '06	72	79.17						0.0%	1.4%	5.6%	68.1%	25.0%
Our patients' well-being is a priority over our organization's financial or procedural concerns.	X Facility '05	32	68.75						6.3%	3.1%	18.8%	53.1%	18.8%
	X Facility '06	72	69.79						1.4%	6.9%	19.4%	55.6%	16.7%
For me, this is a good organization to work for.	X Facility '05	32	72.66						3.1%	0.0%	21.9%	53.1%	21.9%
	X Facility '06	72	76.04 *						0.0%	2.8%	18.1%	51.4%	27.8%
I would recommend ABC Hospital to friends as a good place to work.	X Facility '05	32	72.66						3.1%	0.0%	21.9%	53.1%	21.9%
	X Facility '06	71	70.07						2.8%	4.2%	21.1%	53.5%	18.3%