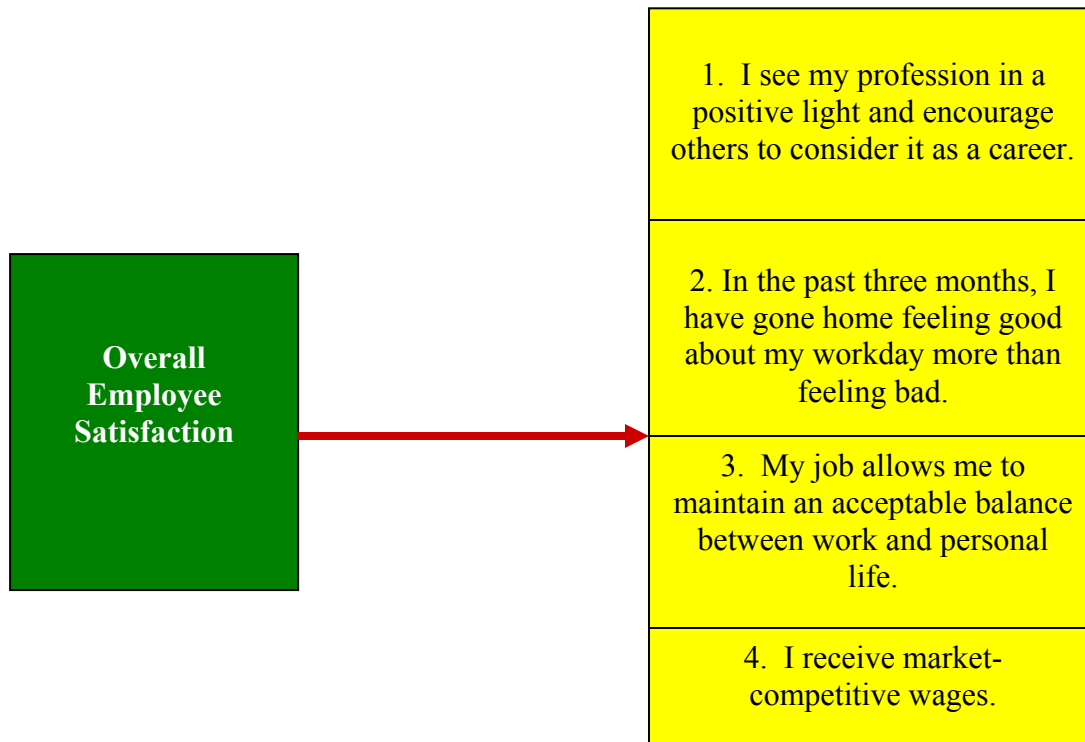


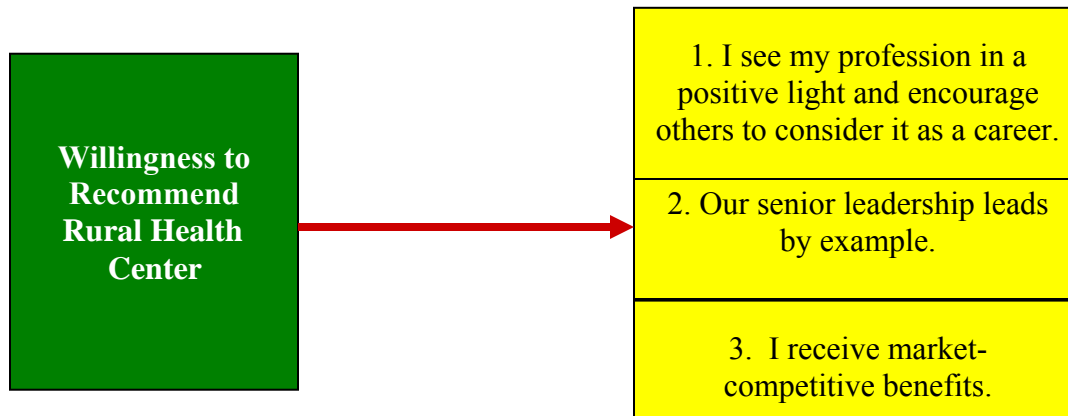
TOP KEY FACTORS THAT DRIVE EMPLOYEE SATISFACTION AT RURAL HEALTH CENTER



Regression Analysis: $F(36,1895) = 107.89, p < .000, (R \text{ square} = .676)$
Dependent variable: I am satisfied with my job.

Interpretation: These four factors explain what aspects are important for Rural Health Center employees to be satisfied with their job. This enables Rural Health Center to have a centralized focus on the key factors that will enhance and maintain employee satisfaction. All four are significant predictors of employee satisfaction with *perception of profession* being the top factor impacting employee satisfaction.

TOP KEY FACTORS THAT DRIVE EMPLOYEE'S TO RECOMMEND RURAL HEALTH CENTER

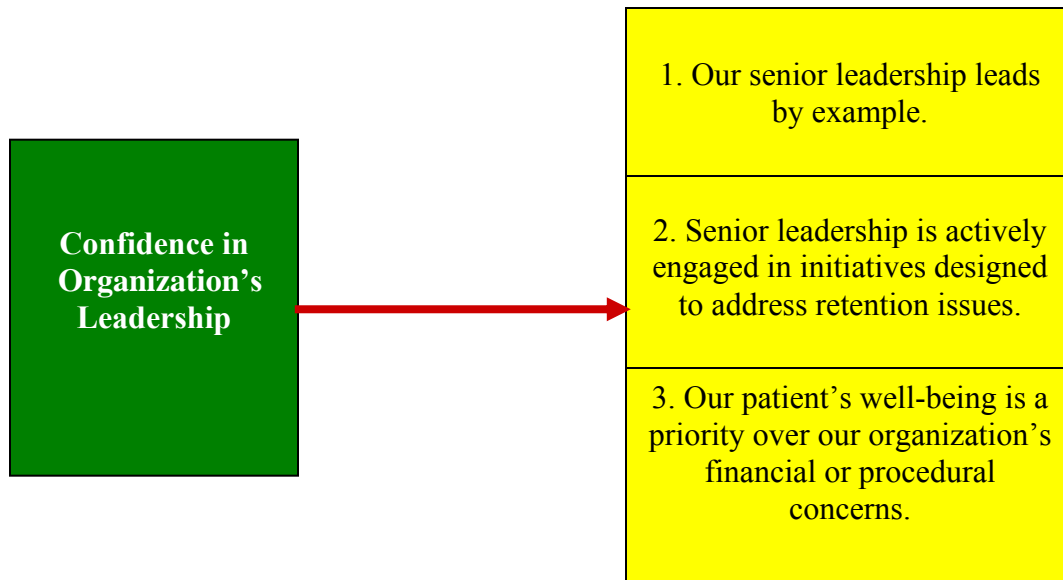


Regression Analysis: $F(36,1893) = 112.92, p < .000, (R \text{ square} = .692)$

Dependent variable: I would recommend this organization to friends as a good place to work.

Interpretation: These three factors explain what aspects are important for employees to recommend Rural Health Center to others. This enables Rural Health Center to have a centralized focus on the key factors that will increase Rural Health Center's recommendation. All three are significant predictors with *perception of profession* being the top factor impacting willingness to recommend.

TOP KEY FACTORS THAT DRIVE EMPLOYEE'S CONFIDENCE IN LEADERSHIP



Regression Analysis: $F(36,1886) = 138.98, p < .000, (R \text{ square} = .741)$
Dependent variable: I have confidence in our organization's leadership.

Interpretation: These three factors explain what aspects are important in order for employees to be confident in Rural Health Center's leadership. This enables Rural Health Center to have a centralized focus on the key factors that will impact employee perceptions about the organization's leadership. All three are significant predictors with *leadership leads by example* being the top factor impacting employee's confidence in the leadership.