

Demographic Summary

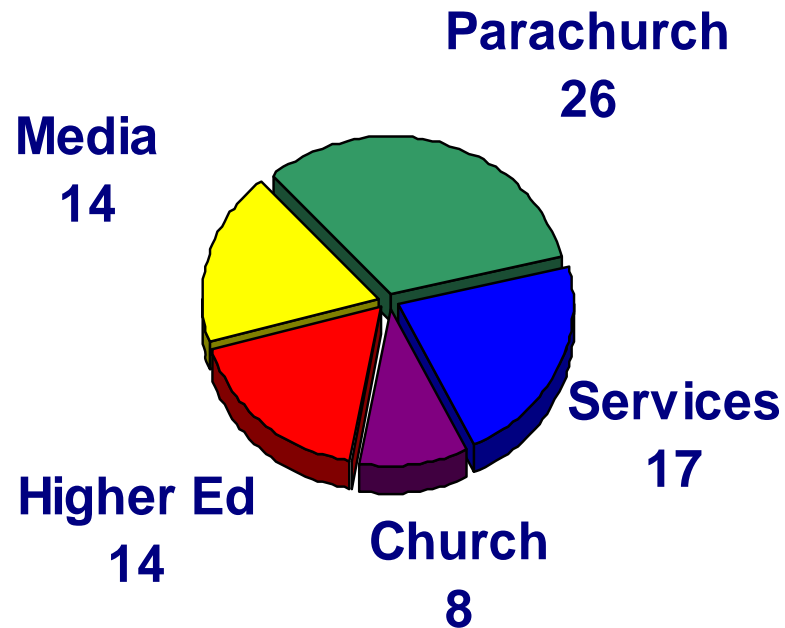
2007 Best Christian Workplaces Results

- The employee survey results reflect 93 organizations and over 11,000 employees surveyed
- This survey reflects the 5th year of surveying Christian Organizations
- Trends?
- Key Drivers... factor analysis results vs.



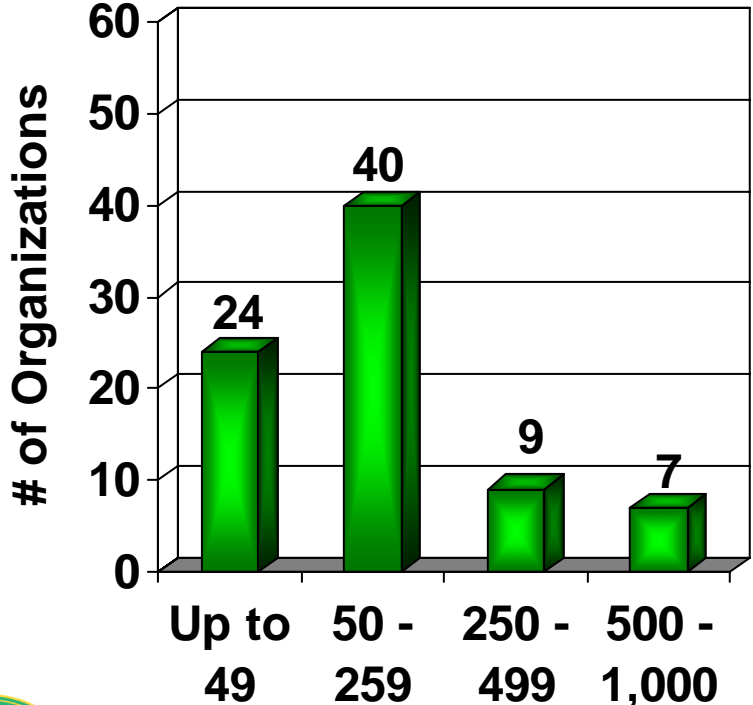
2007 Participant Demographics

Participant Types

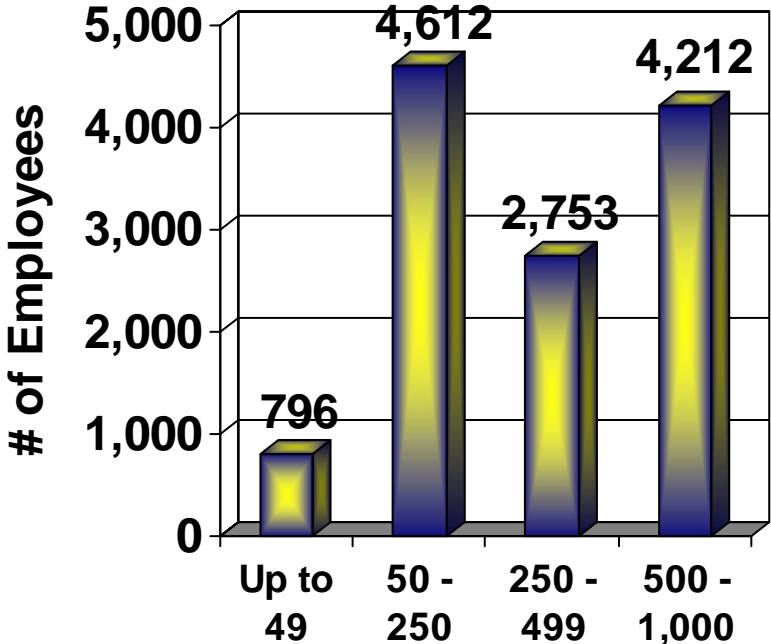


Participation – By Size

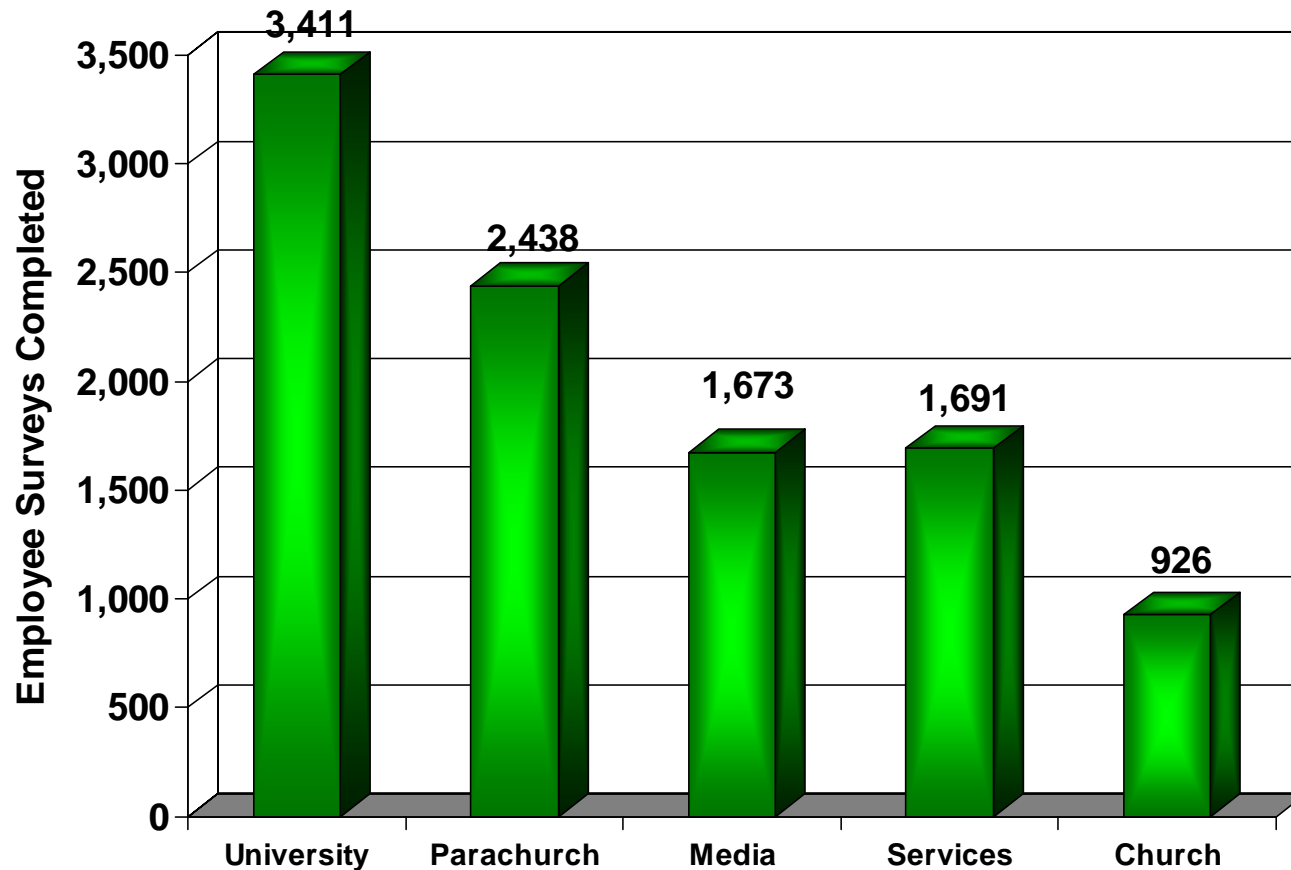
Organization Size



Ee's Participating



Employee Participation – By Organization Type

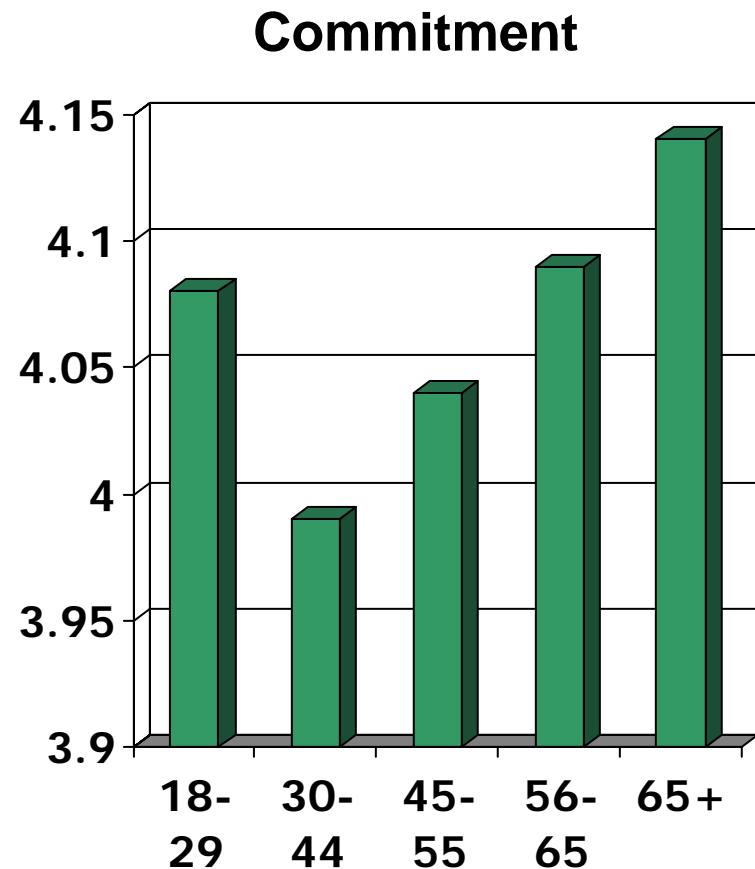
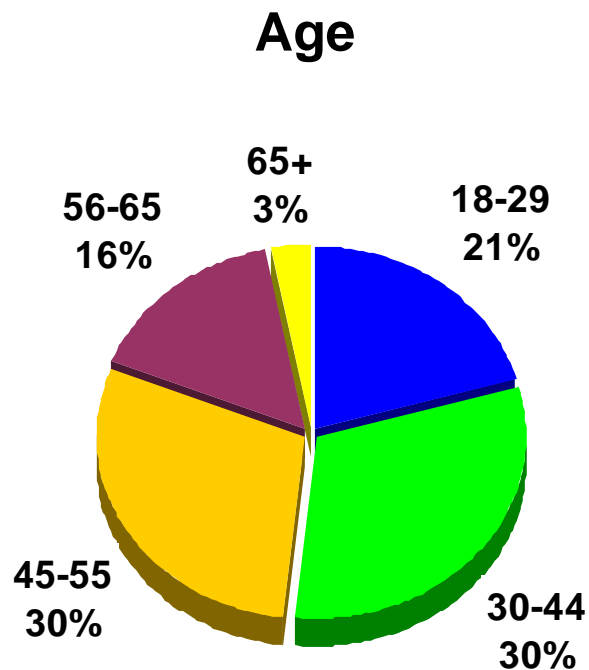


Items with Highest Correlation to Employee Commitment

| Survey Item | Correlation |
|--|-------------|
| 1. My organization is well-managed. | 0.691 |
| 2. My organization's leaders behave with fairness and integrity. | 0.677 |
| 3. My organization's leaders exhibit many of the fruit of the Holy Spirit. | 0.644 |
| 4. There is a high level of trust at my organization between senior management and employees. | 0.663 |
| 5. The management of my organization keeps a focus on putting Christ first in daily-decision making. | 0.660 |
| 6. My organization retains highly qualified employees. | 0.652 |
| 7. Over the past year, my organization has improved for the better | 0.651 |
| 8. My organization's leaders demonstrate compassion for people at all levels | 0.650 |
| 9. The mission and goals of my organization make me feel that my job is important. | 0.635 |
| Overall, I am very satisfied with the level of Christian fellowship and spirituality at my organization. | 0.635 5 |

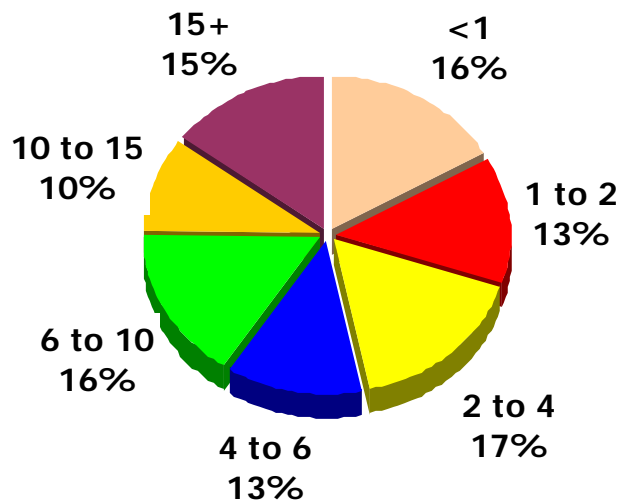


While all age groups averaged commitment ratings in the Agree to Strongly Agree range, those aged 30-44 had significantly lower scores than the other groups.

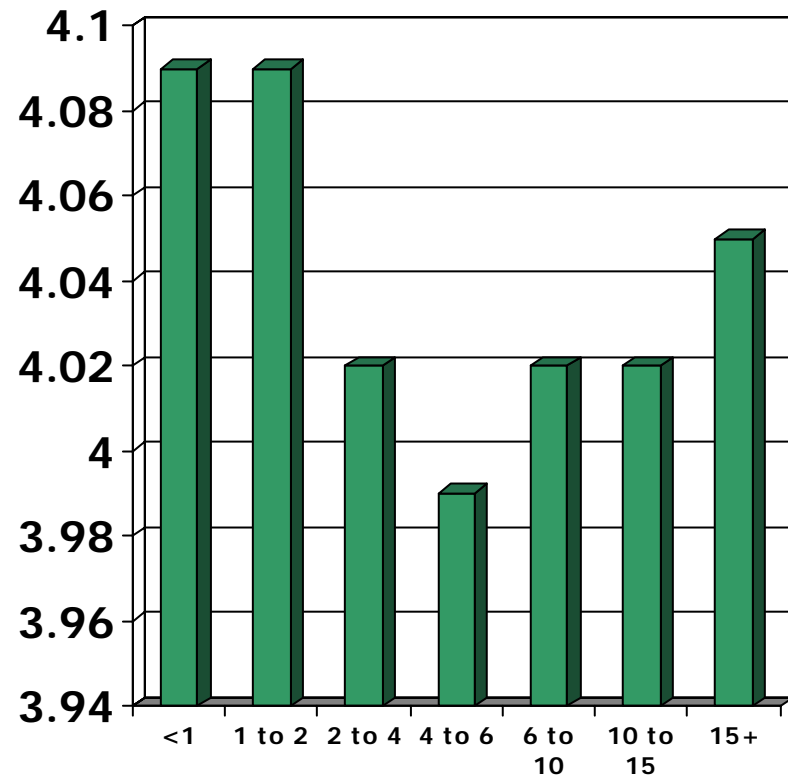


The trend is for commitment to decrease from the 1st to the 6th year of service, and then to start increasing; although all levels of commitment ranged from Agree to Strongly Agree.

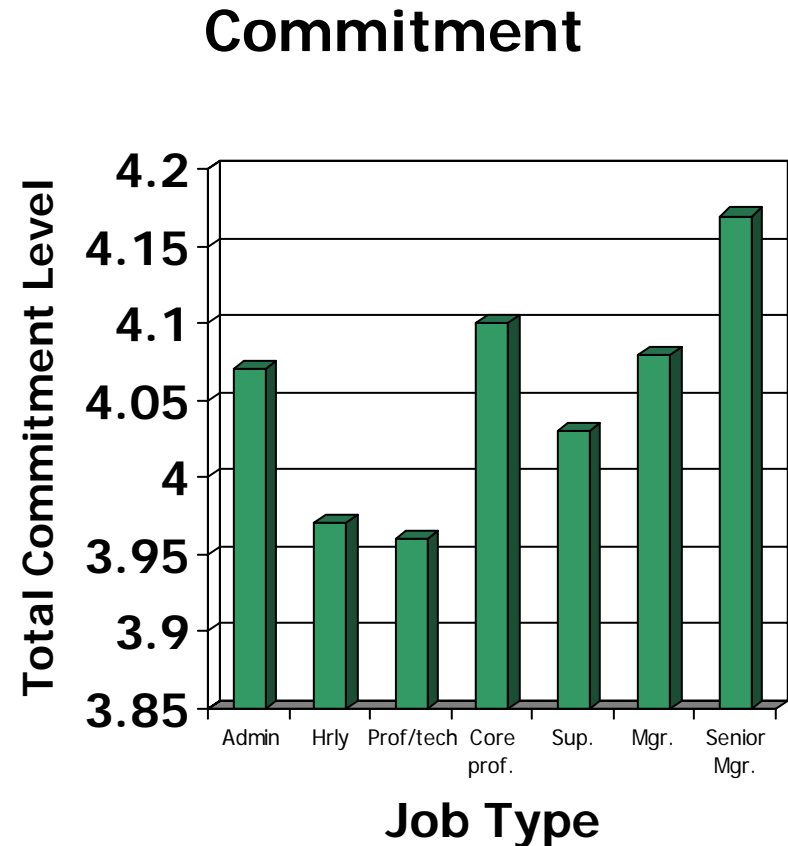
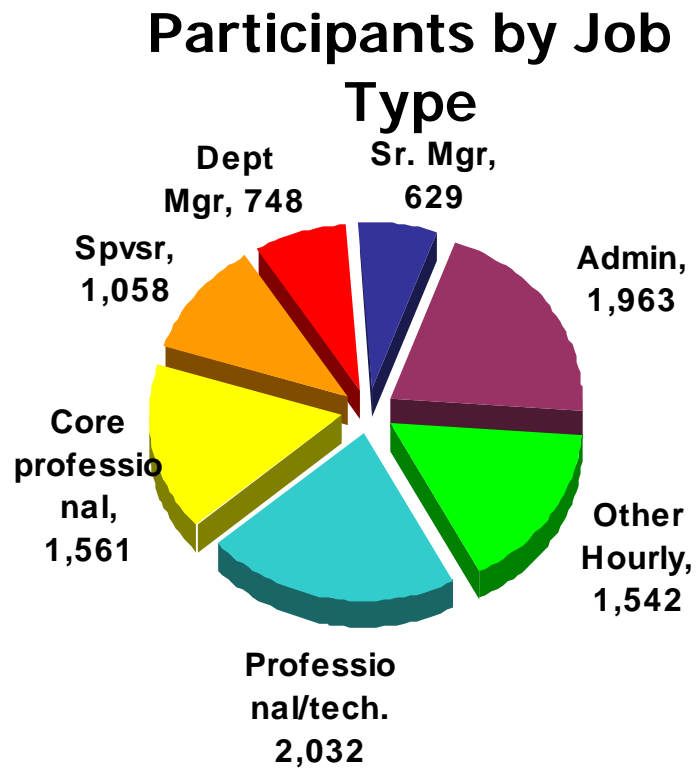
Years of Service/Tenure



Commitment

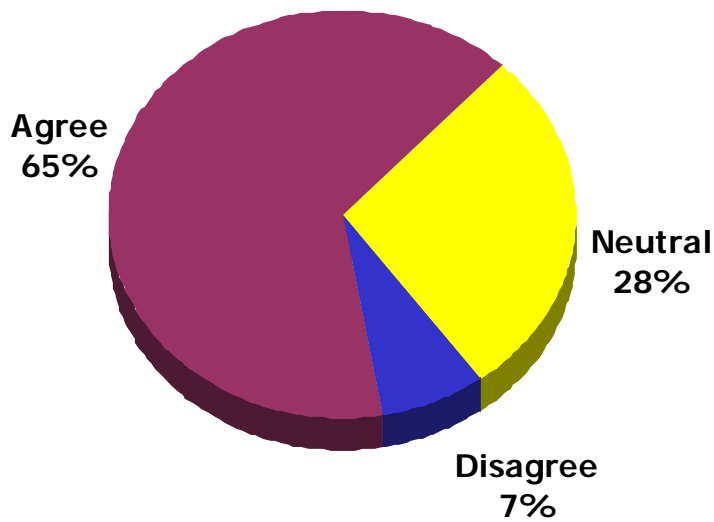


Senior Managers are significantly more committed than employees in all other job types.

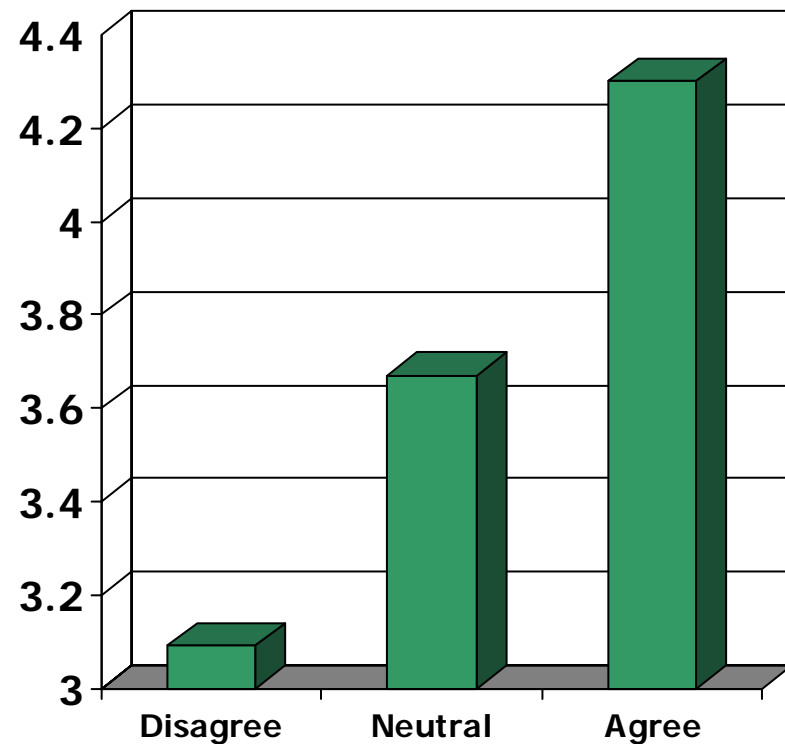


Employees who agree that their organization has met its performance goals are significantly more committed than all others.

Performance Perceptions

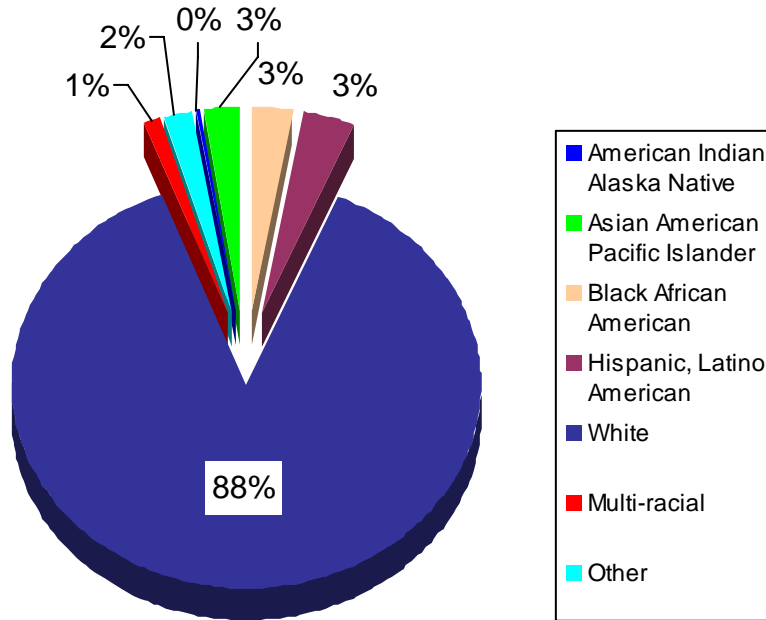


Commitment

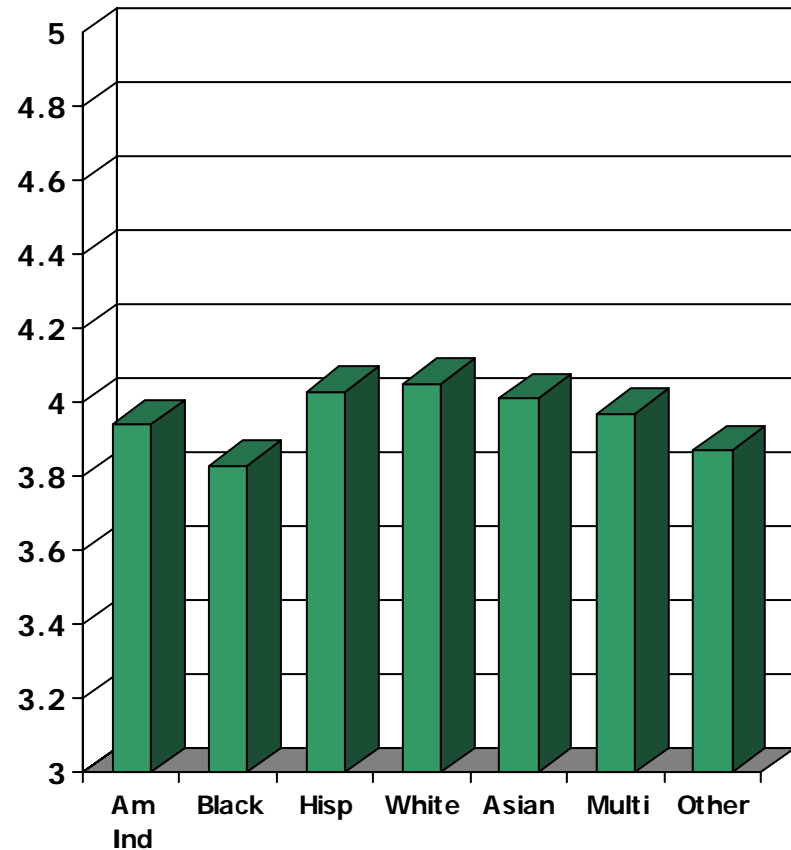


There are no significant differences in commitment levels between, White, Hispanic, Black, and American Indian employees.

Race/Ethnic Identification

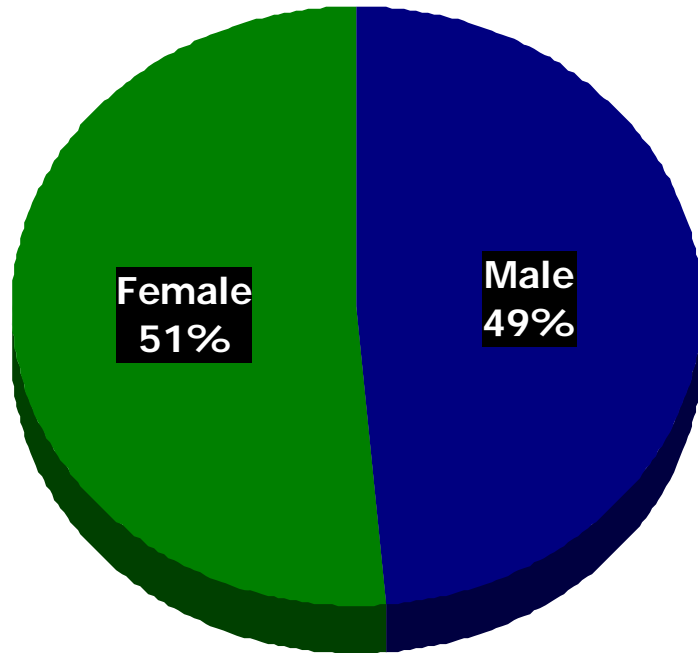


Commitment

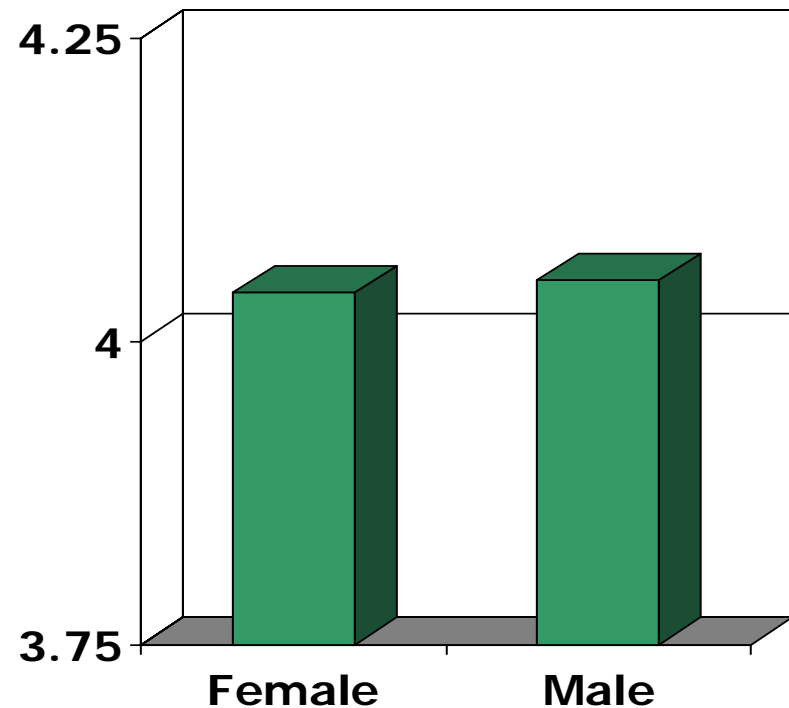


Men and Women Are Equally Committed to their Organizations

Gender

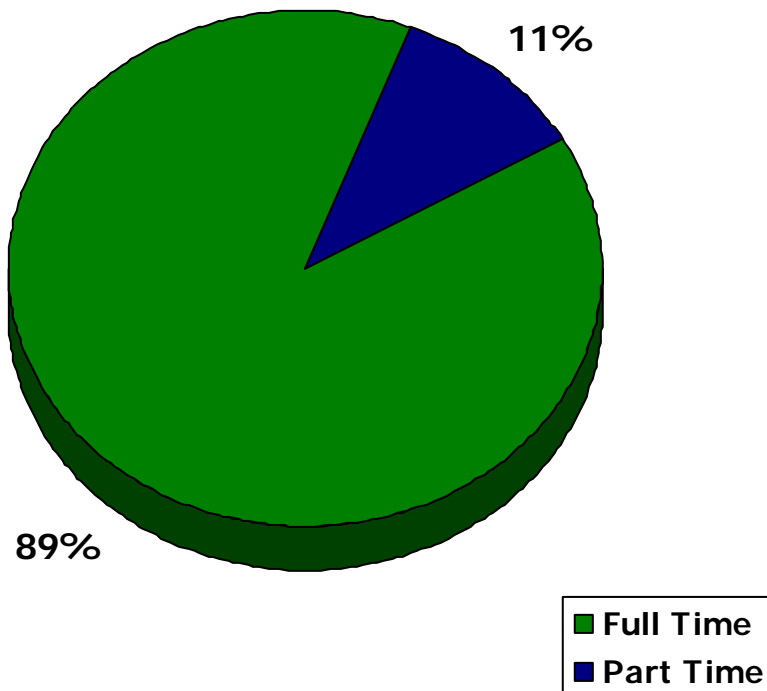


Commitment



Part-time workers and full-timer workers do not differ significantly in their commitment to their organizations

Full/Part Time Status



Commitment

