### SAMPLE BENCHMARK REPORT CAREER INTENTIONS MODULE PEOPLE MATTER SURVEY

2016

ORGANISATION





### Introduction

This report provides comparative survey data for career intentions survey module.

The comparative results can highlight areas for improvement and action and can provide realistic targets for future performance. The data can also be used to communicate why actions are needed.

### How to use the information in this report

1. You can discuss your results with your management team to identify strengths and any areas to investigate further or improve.

2. Prioritise one or two areas to respond to. It is important that employees see that their voice has been heard.

### Important information

• Your comparator group in this report may be different to the one in the report for the core survey or other modules. See page 3 for the comparator group used in this report.

• All percentages are of all respondents, unless stated otherwise.

• The percentage agreement calculation is now: Agreement % = Respondents that agree or strongly agree # / All respondents #

• All percentages have been rounded to whole numbers.

• The colours used to show your results reflect the nature of the question asked. For example, 'yes' can be red (if negative) or green (if positive). Therefore, it is important to check the scale descriptions provided.

• To protect anonymity, opinion question results for demographic groups such as gender, occupation etc. are not shown where there are fewer than 10 survey responses for the group.

Please contact people.matter@vpsc.vic.gov.au for further information or to provide feedback.

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Comparator group and response rate

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# Comparator group

The survey modules are optional for certain public sector organisations. This means that the comparator groups for individual modules may be different than those for the core survey and for other modules.

The comparative data in this report is based on the survey results of the following organisations:

Organisation 2

Organisation 3

Organisation 4

Organisation 5

Organisation 6

Organisation 7

The composition of your comparator group may change from year to year, due to survey participation.

### Response rate

Your results reflect the views and experiences of x of the employees invited to participate (a x% response rate).

The higher your response rate the more likely it is the results reflect the views and experiences of your workforce.

# **Career expectations**

To date, my career progression within my organisation has met my expectations

The best way for me to develop professionally is to stay at my organisation

#### Support

I have the opportunity to progress my career goals within my organisation

There are adequate opportunities for me to develop skills and experience in my current job

I have the opportunity to develop my skills and experience in the workplace without leaving my organisation

There are tools available that support my career development at my organisation



41

46

53

61

• •

Strongly agree

Agree

30

18

38

9

# **Career expectations and support**

Neither agree nor disagree

Don't know Strongly disagree Disagree

60

33

50

60

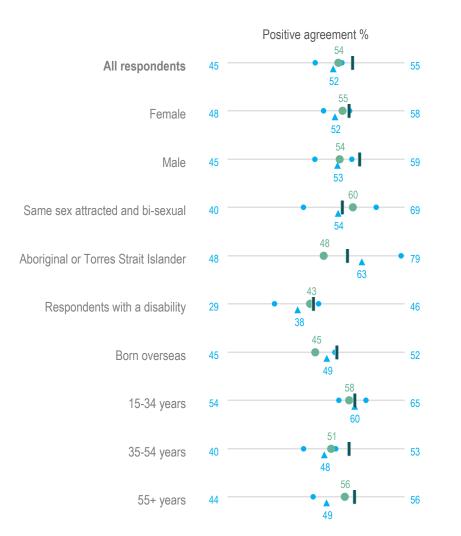
56

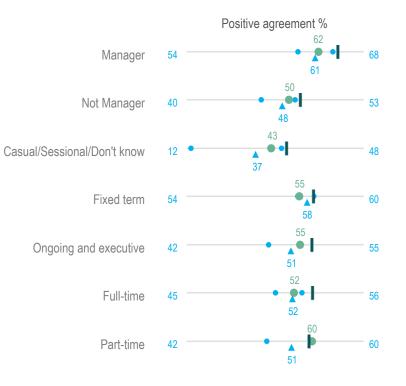
53

# Career expectation met by demographic group

To date, my career progression within my organisation has met my expectations







### Intention to stay or leave

Don't know Leave organisation Stay



What is your likely career plan for the next 2 years

#### Breakdown of intentions

#### Leave

Leave my organisation for another Victorian public sector organisation

Leave my organisation for another public service organisation

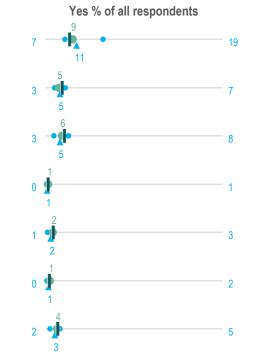
Leave my organisation for a private sector organisation

Leave my organisation to take up full-time or part-time study

Retire

Take a career break

Leave my organisation - Other



#### Stay

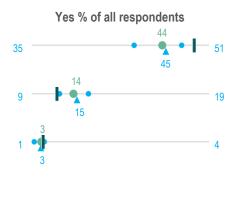
Continue to work in my current team within my organisation

Work in a different team within my organisation

Stay at my organisation — Other

Unsure

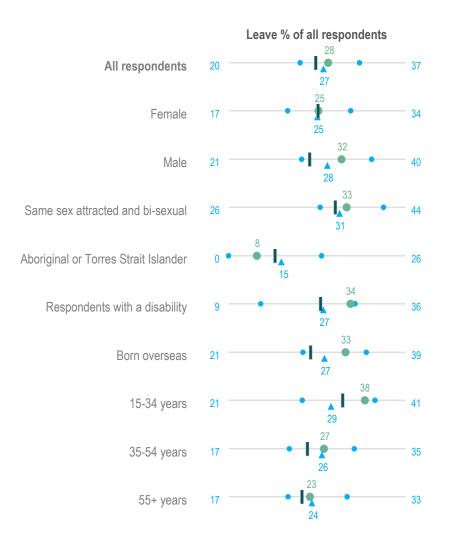
Don't know

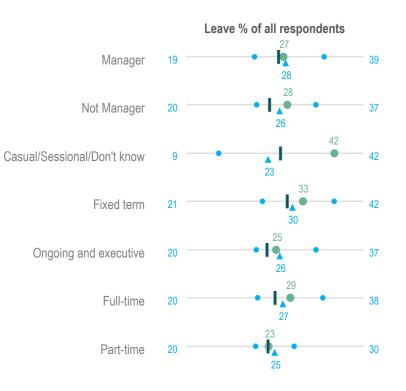




### Intention to leave by demographic group

● You ▲ Group average ● Highest & lowest in group ▲ All org. average





## Factors influencing intention to leave

A respondent could pick up to three factors.

● You ▲ Group average ● Highest & lowest in group All org. average

#### Career factors

Opportunity to broaden experience (Pull)

To seek/take a promotion elsewhere (Pull)

Limited opportunities to gain further experience at my organisation (Push)

My interests do not match my job role (Push)

Lack of future career opportunities at my organisation (Push)

Lack of developmental/educational opportunities (Push)

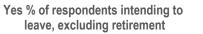
#### Other factors

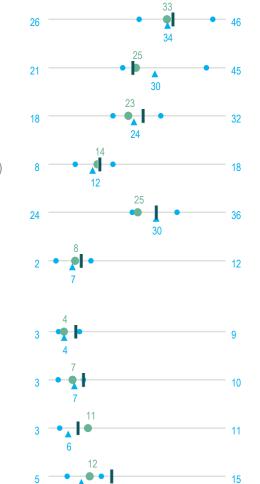
Desire to relocate interstate or overseas (Pull)

Better location / reduce travel time (Pull)

End of contract/secondment (Push)







#### Job / organisation factors

Lack of flexible work arrangements for managing (e.g. family/caring commitments) (Push)

A lack of involvement in decisions affecting my job and career (Push)

My workload is excessive (Push)

A lack of recognition for doing a good job (Push)

For better remuneration (Pull)

Poor relationship with my supervisor (Push)

Lack of confidence in senior leadership (Push)

Lack of organisational stability (Push)

# Yes % of respondents intending to leave, excluding retirement

