

Summary of the Survey Model

The Survey measured five factors that impact employee commitment:

- Satisfaction with Development** - opportunities for growth and development, as well as preparation for advancement
- Satisfaction with Pay** - satisfaction with pay, as well as perceptions of fairness
- Satisfaction with Socialization** - level of support from co-workers, as well as understanding of the department's goals and priorities
- Trust** - level of trust with supervisor and with the department in general
- Job Satisfaction** - finding meaning and challenge in the job, as well as overall satisfaction



Commitment is measured in three ways:

- Affective Commitment** - degree of positive attachment an employee has towards organizations
- Normative Commitment** - feelings of obligations toward the organization
- Continuance Commitment** - feeling that the cost of leaving would be too high, or sees a lack of viable alternatives in the market

Calculations

Responders ranked their engagement with the listed factors from **5 - Strongly Agree** to **1 - Strongly Disagree**. Null and 0 values (No basis for opinion) are excluded in the average calculation.

