

### Best Christian Workplace Survey

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
<b>Attraction and Retention</b>								
1. My organization values diversity of cultural backgrounds, personal styles, and ideas among our employees. (2007 #42)								
Lancaster Bible College	97	4.1	110	4.2	0.10	109	3.73	-0.47
Survey Finalists	2364	4.07	2011	4.1	0.03	5828	4.01	-0.09
Non Finalists	2854	3.81	1753	3.95	0.14	4990	3.86	-0.09
2. My organization recruits and hires highly qualified employees. (2007 #43)								
Lancaster Bible College	97	4.06	110	4.21	0.15	108	3.66	-0.55
Survey Finalists	2367	4.22	2007	4.15	-0.07	5826	4.07	-0.08
Non Finalists	2852	3.77	1753	3.86	0.09	4986	3.84	-0.02
3. My organization retains highly qualified employees. (2007 #4)								
Lancaster Bible College	96	4.04	110	4.08	0.04	109	3.78	-0.3
Survey Finalists	2355	4.04	2008	4.02	-0.02	5829	4.03	0.01
Non Finalists	2827	3.51	1748	3.61	0.10	4983	3.65	0.04

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
4. My organization provides good job security to employees who perform well. (2007 #5)								
Lancaster Bible College	97	4.26	110	4.28	0.02	109	4.17	0.11
Survey Finalists	2360	4.35	2007	4.33	-0.02	5825	4.35	0.02
Non Finalists	2832	3.85	1747	3.91	0.06	4983	3.95	0.04
5. Over the past year, my organization has improved for the better. (2007 #6)								
Lancaster Bible College	97	4.22	110	4.24	0.02	109	4.00	-0.24
Survey Finalists	2300	4.19	2006	4.07	-0.12	5833	4.12	0.05
Non Finalists	2795	3.72	1745	3.86	0.14	4985	3.85	-0.01
(2007 #41). Over the past year, my organization has met its performance goals.								
Lancaster Bible College						109	3.65	
Survey Finalists						2184	3.97	
Non Finalists						1380	3.66	

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
<b>Motivation and Commitment</b>								
6. My organization is well managed. (2007 #31)								
Lancaster Bible College	97	3.96	110	4.18	0.22	109	3.83	-0.35
Survey Finalists	2353	4.07	2006	3.97	-0.10	5824	3.99	0.02
Non Finalists	2843	3.54	1751	3.67	0.13	4982	3.66	-0.01
7. I would recommend my organization to others as a good place to work.								
Lancaster Bible College	97	4.28	110	4.13	-0.15	109	4.09	-0.04
Survey Finalists	2355	4.4	2014	4.21	-0.19	5827	4.39	0.18
Non Finalists	2848	3.96	1750	3.79	-0.17	4977	4.07	0.28
8. I would rate my organization as a superior place to work compared with others.								
Lancaster Bible College	95	4.17	110	4.13	-0.04			
Survey Finalists	2351	4.29	2014	4.21	-0.08			
Non Finalists	2840	3.74	1750	3.79	0.05			

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
9. In the last six months, someone at work has talked to me about my progress. (2007 #25)								
Lancaster Bible College	95	3.85	110	4.15	0.30	109	3.91	-0.24
Survey Finalists	2313	3.9	2006	3.65	-0.25	5828	3.7	0.05
Non Finalists	2817	3.59	1752	3.75	0.16	4982	3.74	-0.01
10. My organization helps poor performers improve their performance.								
Lancaster Bible College	90	3.58	110	3.7	0.12			
Survey Finalists	2208	3.61	1993	3.48	-0.13			
Non Finalists	2695	3.25	1749	3.38	0.13			
11. I am very satisfied with the opportunities I have to use my skills and/or spiritual gifts.								
Lancaster Bible College	97	4.35	110	4.3	-5.00			
Survey Finalists	2361	4.28	2004	4.25	-0.03			
Non Finalists	2856	4.03	1743	4.07	0.04			

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
(2007 #9). I am very satisfied with the opportunities I have to use my spiritual gifts in my job.								
Lancaster Bible College						109	4.12	
Survey Finalists						5823	4.27	
Non Finalists						4975	4.08	
(2007 # 24). I am very satisfied with the opportunities I have to use my skills in my job.								
Lancaster Bible College						108	4.06	
Survey Finalists						2190	4.14	
Non Finalists						1385	3.99	
12. I have fun at work. (2007 #19)								
Lancaster Bible College	97	4.32	110	4.24	-0.08	109	4.17	0.07
Survey Finalists	2362	4.37	2015	4.33	-0.04	5833	4.31	-0.02
Non Finalists	2856	4.13	1752	4.16	0.03	4985	4.17	0.01

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
13. I have a best friend at work.								
Lancaster Bible College	94	3.93	110	3.47	-0.46			
Survey Finalists	2294	3.76	1999	3.67	-0.09			
Non Finalists	2788	3.52	1750	3.51	-0.01			
<b>Empowerment and Relationships</b>								
14. Long-term loyal relationships with our customers/supporters are highly valued in my organization. (2007 #37)								
Lancaster Bible College	95	4.56	110	4.55	-0.01	109	4.1	-0.45
Survey Finalists	2343	4.46	2000	4.41	0.05	5821	4.34	-0.07
Non Finalists	2808	4.17	1750	4.18	0.01	4983	4.14	-0.04
15. My co-workers are committed to doing quality work. (2007 #44)								
Lancaster Bible College	97	4.42	110	4.35	0.07	109	4.08	-0.27
Survey Finalists	2364	4.48	2009	4.36	0.12	5820	4.32	-0.04
Non Finalists	2856	4.26	1751	4.26	0.00	4986	4.24	-0.02

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
16. My organization has a winning strategy for serving our customers/supporters. (2007 #38)								
Lancaster Bible College	95	4.23	110	4.29	-0.06	108	3.94	-0.35
Survey Finalists	2332	4.14	2002	4.06	-0.08	5811	4.1	0.04
Non Finalists	2806	3.67	1751	3.76	0.09	4978	3.75	-0.01
(2007 #39). Overall the quality of the products/services my organization offers satisfies those we serve.								
Lancaster Bible College						109	4.05	
Survey Finalists						2191	4.2	
Non Finalists						1385	3.91	
(2007 #40). I would recommend that my family/friends use or support my organizations' products/services.								
Lancaster Bible College						109	4.15	
Survey Finalists						2195	4.31	
Non Finalists						1373	4.06	

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
17. There is a high level of trust in my organization between senior management and employees. (2005 #44, 2007 #14)								
Lancaster Bible College	96	3.71	110	3.83	0.12	108	3.62	-0.21
Survey Finalists	2348	3.78	1996	3.61	-0.17	5810	3.72	0.11
Non Finalists	2822	3.22	1750	3.32	0.10	4975	3.32	0
18. My supervisor cares about me as a person. (2005 #17, 2007#15)								
Lancaster Bible College	96	4.42	110	4.46	0.04	108	4.42	-0.04
Survey Finalists	2355	4.48	2011	4.46	-0.02	5833	4.45	-0.01
Non Finalists	2853	4.27	1750	4.37	0.10	4983	4.37	0
19. My supervisor helps me to solve work-related problems. (2005 #18, 2007 #16)								
Lancaster Bible College	97	4.13	110	4.28	0.15	109	4.37	0.09
Survey Finalists	2361	4.39	2009	4.36	-0.03	5832	4.36	0
Non Finalists	2846	4.19	1750	4.26	0.07	4982	4.26	0



Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
20. The mission and goals of my organization make me feel my job is important. (2005 #19)								
Lancaster Bible College	97	4.38	110	4.46	0.08	107	4.2	-0.26
Survey Finalists	2361	4.39	2008	4.36	-0.03	5818	4.36	0
Non Finalists	2855	4.16	1747	4.25	0.09	4962	4.22	-0.03
21. I have a clear understanding of my organization's values. (2005 #20)								
Lancaster Bible College	97	4.51	110	4.3	-0.21			
Survey Finalists	2363	4.53	2009	4.26	-0.27			
Non Finalists	2852	4.28	1754	4.08	-0.20			
(2007 #21). There is a clear consensus on organizations goals.								
Lancaster Bible College						109	4.06	
Survey Finalists						5833	4.2	
Non Finalists						4984	3.94	

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
22. My organization's management explains the reasons behind major decisions. (2005 #21, 2007 #48)								
Lancaster Bible College	95	3.78	110	3.85	0.07	109	3.91	0.06
Survey Finalists	2347	3.88	1999	3.64	-0.24	5816	3.67	0.03
Non Finalists	2834	3.45	1747	3.55	0.10	4976	3.5	-0.05
23. I know what is expected of me at work. (2005 #22, 2007 #49)								
Lancaster Bible College	96	4.34	110	4.37	0.03	109	4.2	-0.17
Survey Finalists	2353	4.41	2013	4.34	-0.07	5833	4.34	0
Non Finalists	2849	4.24	1752	4.24	0.00	4988	4.21	-0.03
24. I have the materials and equipment I need to do my work right. (2005 #23)								
Lancaster Bible College	97	3.93	110	4.05	0.12			
Survey Finalists	2363	4.2	2007	4.12	-0.08			
Non Finalists	2867	3.77	1747	3.89	0.12			

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
25. My organization seeks the suggestions of employees. (2005 #24, 2007 #50)								
Lancaster Bible College	97	4.23	110	4.28	0.05	109	4.03	-0.25
Survey Finalists	2350	3.9	2009	3.69	-0.21	5822	3.71	0.02
Non Finalists	2842	3.52	1753	3.59	0.07	4984	3.57	-0.02
26. My organization acts on the suggestion of employees. (2005 #25, 2007 #32)								
Lancaster Bible College	95	3.85	110	3.95	0.10	109	3.7	-0.25
Survey Finalists	2325	3.71	2005	3.49	-0.22	5814	3.56	0.07
Non Finalists	2790	3.3	1748	3.34	0.04	4970	3.36	0.02
27. Employees feel free to voice their opinions openly in my work area. (2005 #26, 2007 #51)								
Lancaster Bible College	93	3.9	110	4.14	0.24	109	3.98	-0.16
Survey Finalists	2359	3.96	2007	3.9	-0.06	5822	3.93	0.03
Non Finalists	2845	3.68	1752	3.82	0.14	4987	3.83	0.01

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
28. I have the decision-making authority I need to do my job effectively. (2005 #27, 2007 #22)								
Lancaster Bible College	96	3.91	110	4.16	0.25	109	3.96	-0.2
Survey Finalists	2360	4.15	2012	4.12	-0.03	5831	4.1	-0.02
Non Finalists	2849	3.82	1748	3.95	0.13	4972	3.97	0.02
29. My organization involves employees in decisions that effect them. (2005 #28, 2007 #52)								
Lancaster Bible College	96	3.6	110	3.89	0.29	107	3.56	-0.33
Survey Finalists	2332	3.76	2006	3.52	-0.24	5817	3.57	0.05
Non Finalists	2826	3.3	1750	3.34	0.04	4974	3.35	0.01
30. Employees in my organization are encouraged to experiment and be innovative. (2005 #29, 2007 #33)								
Lancaster Bible College	95	3.63	110	4.02	0.39	109	3.6	-0.42
Survey Finalists	2339	3.9	2001	3.76	-0.14	5812	3.76	0
Non Finalists	2806	3.53	1743	3.58	0.05	4963	3.57	-0.01

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
31. In my work area we work effectively as a team. (2005 #30, 2007 #45)								
Lancaster Bible College	93	4.16	110	4.27	0.11	108	4.26	-0.01
Survey Finalists	2356	4.33	2012	4.26	-0.07	5833	4.28	0.02
Non Finalists	2837	4.16	1749	4.17	0.01	4976	4.2	0.03
32. In my organization, there is generally good teamwork across departments. (2005 #31, 2007 #46)								
Lancaster Bible College	93	3.63	110	3.85	0.22	108	3.36	-0.49
Survey Finalists	2345	3.85	2001	3.76	-0.09	5815	3.81	0.05
Non Finalists	2817	3.45	1746	3.47	0.02	4970	3.51	0.04
(2007 #47). The people I work with exhibit good conflict resolution skills.								
Lancaster Bible College						109	3.75	
Survey Finalists						3811	3.86	
Non Finalists						3220	3.57	

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
<b>Rewards and Benefits</b>								
33. In comparison with people in similar jobs in other Christian organizations, I feel I am paid fairly. (2005 #32, 2007 #53)								
Lancaster Bible College	90	3.54	110	3.45	-0.09	109	3.41	-0.04
Survey Finalists	2265	3.64	1990	3.58	-0.06	5803	3.59	0.01
Non Finalists	2690	3.16	1745	3.32	0.16	4972	3.3	-0.02
34. My organization effectively rewards top performers. (2005 #33, 2007 #26)								
Lancaster Bible College	92	3.01	110	3.88	0.87	109	3.11	-0.77
Survey Finalists	2228	3.26	2003	3.73	0.47	5810	3.32	-0.41
Non Finalists	2702	2.77	1742	3.55	0.78	4979	2.98	-0.57
35. I am satisfied with the recognition I receive for doing a good job. (2005 #34, 2007 #27)								
Lancaster Bible College	97	3.69	110	3.67	-0.02	108	3.68	0.01
Survey Finalists	2311	3.76	1980	3.68	-0.08	5820	3.76	0.08
Non Finalists	2829	3.42	1740	3.68	0.26	4969	3.58	-0.1

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
36. I am satisfied with my medical or health plan. (2005 #35, 2007 #54)								
Lancaster Bible College	87	3.8	110	3.67	-0.13	108	3.77	0.1
Survey Finalists	2211	3.67	1980	3.68	0.01	5777	3.82	0.14
Non Finalists	2672	3.74	1740	3.68	-0.06	4955	3.61	-0.07
37. I am satisfied with my paid time off (vacation, sick leave). (2005 #36, 2007 #55)								
Lancaster Bible College	95	4.31	110	4.14	-0.17	108	4.22	0.08
Survey Finalists	2286	4.3	1990	4.24	-0.06	5801	4.28	0.04
Non Finalists	2742	4.14	1738	4.08	-0.06	4959	4.09	0.01
38. I am satisfied with my retirement plans (pension, 403(b), 401(k), etc..). (2005 #37, 2007 #56)								
Lancaster Bible College	94	4.15	110	4.1	-0.05	109	4.06	-0.04
Survey Finalists	2233	4.17	1991	4.08	-0.09	5799	4.15	0.07
Non Finalists	2650	3.89	1741	3.87	-0.02	4958	3.9	0.03

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
39. My organization supports flexible work arrangements such as flexible work hours, job sharing, and telecommuting. (2005 #38)								
Lancaster Bible College	90	3.82	110	3.82	0.00			
Survey Finalists	2244	4.08	1992	3.9	-0.18			
Non Finalists	2711	3.74	1745	3.82	0.08			
40. My organization's programs help employees balance work and personal-life responsibilities. (2005 #39)								
Lancaster Bible College	94	3.57	110	3.85	0.28			
Survey Finalists	2303	4.03	1998	3.97	-0.06			
Non Finalists	2751	3.7	1743	3.78	0.08			
<b>Growth and Development</b>								
41. I receive the training needed to do my current job effectively. (2005 #40, 2007 #23)								
Lancaster Bible College	94	3.96	110	4.27	0.31	108	3.97	-0.3
Survey Finalists	2336	4.04	1999	4.19	0.15	5821	3.99	-0.2
Non Finalists	2810	3.69	1740	4.05	0.36	4967	3.79	-0.26



Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
42. My organization provides opportunities for me to learn and grow. (2005 #41, 2007 #28)								
Lancaster Bible College	97	4.26	110	4.27	0.01	109	4.07	-0.2
Survey Finalists	2360	4.18	2002	4.19	0.01	5800	4.16	-0.03
Non Finalists	3834	3.85	1740	4.05	0.20	4962	4.05	0
43. Someone at work encourages my development. (2005 #42, 2007 #29)								
Lancaster Bible College	97	3.93	110	4.17	0.24	109	3.96	-0.21
Survey Finalists	2347	4.06	2002	4	-0.06	5818	4	0
Non Finalists	2833	3.8	1745	3.86	0.06	4974	3.89	0.03
44. My organization promotes the most qualified employees. (2005 #43, 2007 #30)								
Lancaster Bible College	87	3.52	110	3.72	0.20	109	3.32	-0.4
Survey Finalists	2228	3.6	1986	3.49	-0.11	5785	3.53	0.04
Non Finalists	2680	3.19	1734	3.32	0.13	4946	3.29	-0.03

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
<b>Christian Culture</b>								
45. My organization conducts its activities openly and honestly. (2007 #35)								
Lancaster Bible College	97	4.06	110	4.2	0.14	109	3.88	-0.32
Survey Finalists	2343	4.11	1998	3.95	-0.16	5807	3.98	0.03
Non Finalists	2798	3.67	1748	3.77	0.10	4972	3.76	-0.01
46. My organization's leaders behave with fairness and integrity. (2007 #17)								
Lancaster Bible College	97	4.18	110	4.26	0.08	109	4	-0.26
Survey Finalists	2349	4.26	2004	4.11	-0.15	5821	4.13	0.02
Non Finalists	2812	3.85	1749	3.96	0.11	4974	3.93	-0.03
47. My organization's leaders exhibit many fruits of the spirit (love, joy, peace, kindness, etc..). (2007 #10)								
Lancaster Bible College	96	4.49	110	4.46	-0.03	109	4.13	-0.33
Survey Finalists	2346	4.33	2001	4.25	-0.08	5805	4.23	-0.02
Non Finalists	2805	3.99	1745	4.08	0.09	4973	4.01	-0.07

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/ Decrease	2007 # of Respondents	2007 Average Resp.	Increase/ Decrease
(2007 #12). The management of my organization keeps a focus on putting Christ first in daily decision-making.								
Lancaster Bible College						109	4.12	
Survey Finalists						2192	4.02	
Non Finalists						1381	3.82	
(2007 # 13). My organization reflects Christ to the world.								
Lancaster Bible College						108	4.3	
Survey Finalists						2192	4.22	
Non Finalists						1377	4.21	
(2007 #34). At my organization we strive to help one another maintain life balance.								
Lancaster Bible College						109	3.73	
Survey Finalists						5810	3.98	
Non Finalists						4970	3.75	

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
48. In my organization, people are responsible and held accountable for doing what they say they will do. (2007 #36)								
Lancaster Bible College	93	3.9	110	3.96	0.06	107	3.67	-0.29
Survey Finalists	2319	3.97	2005	3.83	-0.14	5815	3.86	0.03
Non Finalists	2808	3.58	1751	3.67	0.09	4978	3.63	-0.04
49. My organization's leaders demonstrate compassion for people at all levels. (2007 #18)								
Lancaster Bible College	97	4.37	110	4.42	0.05	109	4.05	-0.37
Survey Finalists	2335	4.16	1994	4.04	-0.12	5809	4.08	0.04
Non Finalists	2815	3.81	1753	3.87	0.06	4982	3.85	-0.02
50. Overall, I am very satisfied with the level of Christian fellowship and spirituality at my organization. (2007 #11)								
Lancaster Bible College	97	4.28	110	4.32	0.04	109	3.97	-0.35
Survey Finalists	2353	4.26	2008	4.19	-0.07	5830	4.22	0.03
Non Finalists	2830	3.9	1749	3.97	0.07	4981	3.97	0

Question	2004 # of Respondents	2004 Average Resp.	2005 # of Respondents	2005 Average Resp.	Increase/Decrease	2007 # of Respondents	2007 Average Resp.	Increase/Decrease
<b>Job Satisfaction</b>								
(2007 #1). I would rate my organization as an exceptional place to work.								
Lancaster Bible College						108	4.14	
Survey Finalists						5840	4.31	
Non Finalists						4988	3.87	
(2007 #2). All in all, I am satisfied with my job.								
Lancaster Bible College						109	4.26	
Survey Finalists						2198	4.32	
Non Finalists						1387	4.12	
(2007 #3). In general, I like working for this organization.								
Lancaster Bible College						109	4.28	
Survey Finalists						2198	4.5	
Non Finalists						1384	4.28	

<b>10 Most Favorable Items for Lancaster Bible College</b>			
Question/Item	Average Score 2004	Average Score 2005	Average Score 2007
24. My organization seeks the suggestions of employees.		4.28	4.03
25. My organization acts on the suggestions of employees.		3.95	3.7
28. My organization involves employees in decisions that affect them.		3.89	3.56
49. My organizations's leaders demonstrate compassion for people at all levels.	4.37	4.42	4.05
16. My organization has a winning strategy for serving our customers/supporters.		4.29	
44. There is a high level of trust at my organization between senior management and employees.		3.83	
6. My organization is well managed.		4.18	
3. My organization retains highly qualified employees.		4.08	
29. Employees at my organization are encouraged to experiment and be innovative.		4.02	
45. My organization conducts its activites openly and honestly.		4.2	
48. My organization's management explains the reasons behind major decisions.			3.91
12. The management of my organization keeps a focus on putting Christ first in daily decision-making.	4.32		4.12
25. In the last six months, someone at work has talked to me about my progress.			3.91
21. There is a consensus on my organization's goals.	4.51		4.06
51. Employees feel free to voice their opinions openly in my work area.			3.98
16. My supervisor helps me to solve work-related problems.			4.37
18. My supervisor cares about me as a person.	4.42		
47. My organization's leaders behave with fairness and integrity.	4.49		
15. My co-workers are committed to doing quality work.	4.42		
23. I know what is expected of me at work.	4.34		
14. Long-term loyal relationships with our customers/ supporters are highly valued in my organization.	4.56		
20. The mission and goal of my organization make me feel my job is important.	4.38		

11. I am very satisfied with the opportunities I have to use my skills and/or spiritual gifts in my job.	4.35		
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<b>10 Least Favorable Items for Lancaster Bible College</b>			
Question/Item	Average Score 2004	Average Score 2005	Average Score 2007
13. I have a best friend at work.		3.47	
35. I am satisfied with my medical or health plan.	3.69	3.67	
38. My organization supports flexible work arrangements such as flexible work hours, job sharing, and telecommuting.		3.82	
18. My supervisor helps me solve work-related problems.		4.28	
36. I am satisfied with my paid time off (vacation, sick leave).		4.14	
39. My organization's programs help employees balance work and personal-life responsibilities.		3.85	
12. I have fun at work.		4.24	
17. My supervisor cares about me as a person.	3.71	4.46	
15. My co-workers are highly committed to excellence in their work.		4.35	4.08
30. In my work area we work effectively as a team.	3.63	4.27	
46. At my organization, there is generally good teamwork across departments.			3.36
41. Over the past year, my organization has met its performance goals.			3.65
7. I would recommend my organization to others as a good place to work.			4.09
43. My organization recruits and hires qualified employees.			3.66
3. In general, I like working for this organization.			4.28
1. I would rate my organization as an exceptional place to work.			4.14
47. The people I work with exhibit good conflict resolution skills.			3.75
11. Overall, I am very satisfied with the level of Christian fellowship and spirituality at my organization.			3.97
4. My organization retains highly qualified employees.			3.78
29. My organization involves employees in decisions that effect them.	3.6		
10. My organization helps poor performers improve their performance.	3.58		
22. My organization's management explains the reasons behind major decisions.	3.78		
32. In my organization, there is generally good teamwork across departments.	3.63		



44. My organization provides opportunities for me to learn and grow.	3.52		
34. My organization effectively rewards top performers.	3.01		
33. In comparison with people in similar job in other Christian organizations, I feel I am paid fairly.	3.54		