

For Immediate Release

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Turning Data Into Action™

CO-WORKER DIMENSION SCORES REFLECT LINKAGE BETWEEN WORK OUTLOOKS AND ENGAGEMENT LEVELS

Chicago, IL – January 20, 2009 – Engaged Employees in the healthcare industry recently scored up to 49 percentage points higher than Disengaged Employees on the survey items comprising HR Solutions’ Co-worker Performance/Cooperation dimension. The Co-worker dimension measures how an employee’s workgroup directly impacts that Employee’s Engagement.

The largest gap between Engaged and Disengaged Employees within the Co-worker dimension occurred as a 49 percentage point differential on the following item: “I am satisfied with the work performance of the people with whom I work.” While the healthcare industry’s Engaged Employees scored 87 percent favorably, Disengaged Employees reported in at only 38 percent favorable.

When employees are asked to provide qualitative information on what they like best about their job, at least half of the respondents will cite individuals who they enjoy working with and/or who enable them to learn. Engaged Employees’ high scores on Co-worker Performance link to their positive outlooks and the fact that they can find enjoyment in their work, along with opportunities for learning, unlike their Disengaged opposites.

HR Solutions’ Healthcare Normative Database is comprised of over 500,000 respondents from more than 505 healthcare organizations, all surveyed by HR Solutions, Inc.

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About HR Solutions, Inc.: Noted for its comprehensive research and actionable data, HR Solutions, Inc. is an international Human Capital Management Consulting firm located in Chicago, IL, specializing in Employee Engagement and Exit Survey design, implementation, and results. For more information, please visit www.hrsolutionsinc.com, or call 312-863-6104.