

**For Immediate Release**  
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## **ENGAGED HEALTHCARE EMPLOYEES' TOP SIX INDICATORS TO FUTURE JOB SATISFACTION**

Chicago, IL – March 3, 2009 – Recent survey results show that Disengaged Healthcare Employees place greater importance on “Pay” and “Career Advancement” opportunities as determinants of their Overall Job Satisfaction than their Engaged or Ambivalent peers. HR Solutions’ research analyzed how Engaged, Disengaged and Ambivalent healthcare employees categorized indicators to their future job satisfaction. These indicators have been ranked in order of importance, as depicted by the six-point mean scores below.

<b>Job Factor/Survey Item</b>	<b>Engaged</b>	<b>Ambivalent</b>	<b>Disengaged</b>
Pay	5.07	5.25	<b>5.35</b>
Employee benefits	4.32	4.33	4.16
Career advancement and promotions	3.76	3.71	<b>3.97</b>
Opportunity for additional training	<b>3.76</b>	3.59	3.50
Supervision	<b>3.05</b>	2.74	2.93
Organization's policies and procedures	<b>2.67</b>	2.50	2.42

“Our findings reinforce the notion that Disengaged Employees demonstrate a greater focus than their peers on extrinsic factors (Pay and Career Advancement/Promotions), that relate to the idea of, ‘What can I get?’” explains Murat Philippe, Principal Consultant for HR Solutions, Inc. “In contrast, Engaged Employees, being more *intrinsically* motivated (What can I give?), place greater importance on other factors (Training, Supervision, and Policies/Procedures) than their Ambivalent and Disengaged co-workers.”

HR Solutions’ Normative Database is comprised of over 2.2 million respondents from 2,100 organizations across various industries; 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 our website at [www.hrsolutionsinc.com](http://www.hrsolutionsinc.com), or call 312-863-6131.