

Sample Exit Interview Survey

Dual Range Analysis Report

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Interpreting this Report

This **Dual Range Analysis Report** shows the difference between performance ratings for a few questions about Dipolar (the company the employee is leaving) and the importance placed on each area rated.

The primary intent of this report is to discover areas of high importance where performance needs to be improved. A secondary goal is to discover areas that are not considered as important by our customers, and where we may be "over-achieving". While overachievement is good, it must be balanced with the cost of this added achievement.

Transferring funds and effort from less important to more important areas will lead to greater efficiency in providing the highest possible performance for a fixed dollar amount.

Additional analysis is also shown on the strengths and weaknesses of the company. Strengths are those areas with the highest ratings. The relative importance of each area for our customers is also shown.

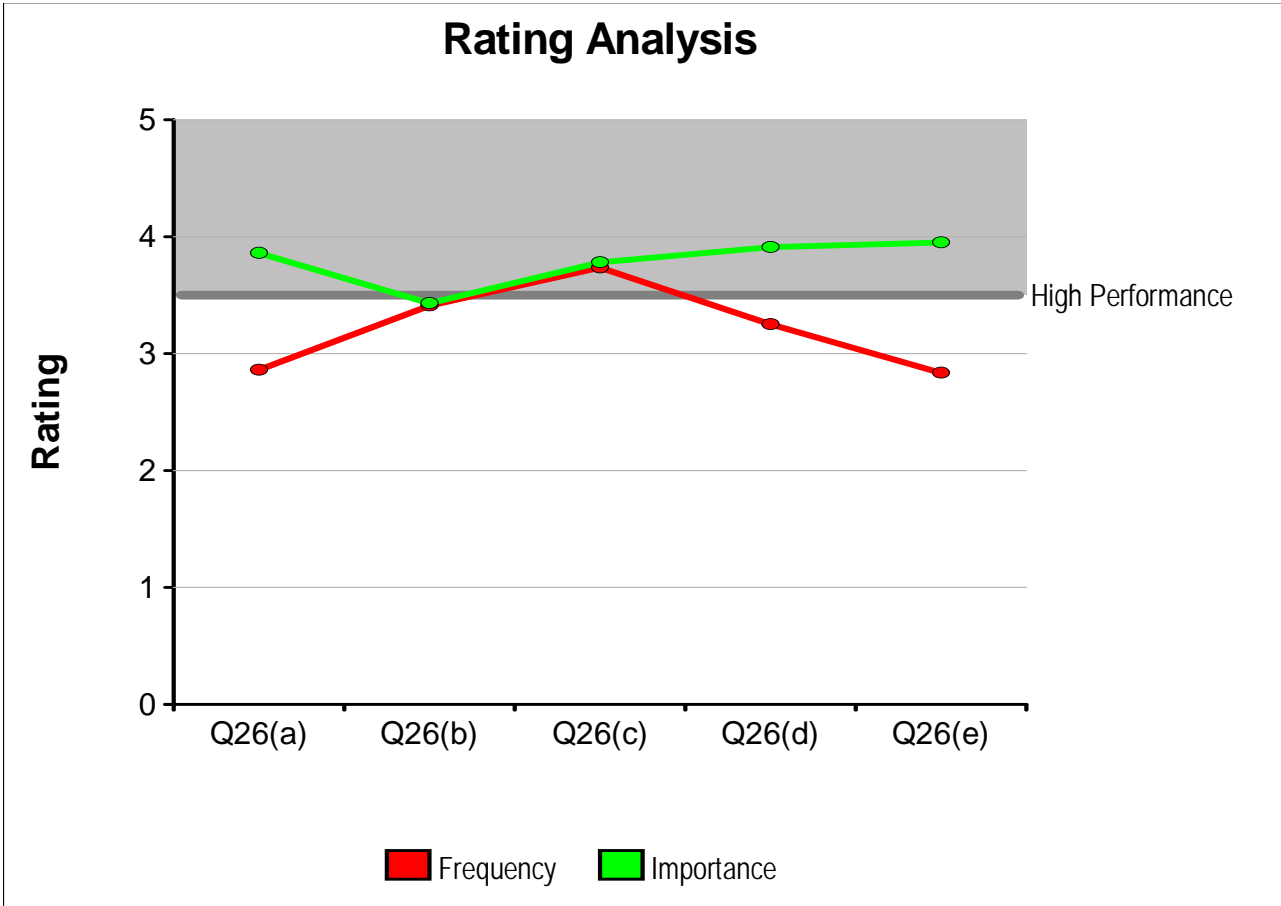
Finally, a frequency analysis is shown, indicating how many people answered each of the questions in the survey as a whole. This gives an indication of whether there could be bias due to large discrepancies in the number of people answering the performance questions, as opposed to those answering the importance questions. As can be seen in this analysis, the numbers of respondents for the two types of questions were very similar.

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Rating Analysis

The chart below shows the average performance and importance scores for each area surveyed.



	Frequency	Importance	Gap
Q26(a) Do you feel that your individual staff needs have been recognized?	2.9	3.9	-25.6%
Q26(b) Do you feel that the goals and strategies of Dipolar were effectively communicated?	3.4	3.4	0.0%
Q26(c) Have workplace problems/disputes been resolved in a timely manner?	3.7	3.8	-2.6%
Q26(d) Have workplace problems/disputes been resolved fairly?	3.3	3.9	-15.4%
Q26(e) Do you feel that your efforts at Dipolar have been recognized?	2.8	3.9	-28.2%

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Improvement Areas

Key Improvement Areas

The following areas have been identified as needing improvement. The identification involved looking at the relative performance and importance of each area in the survey.

1. Have workplace problems/disputes been resolved fairly? (Gap: -15.4%)
2. Do you feel that your individual staff needs have been recognized? (Gap: -25.6%)
3. Do you feel that your efforts at Dipolar have been recognized? (Gap: -28.2%)

Maintain Performance

Areas listed here are those where performance was high (above 3.5) and importance was also high (above 3.5).

1. Have workplace problems/disputes been resolved in a timely manner? (Gap: -2.6%)

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Performance Rankings

Rank	Question	Average
1	Have workplace problems/disputes been resolved in a timely manner?	3.74
2	Do you feel that the goals and strategies of Dipolar were effectively communicated?	3.41
3	Have workplace problems/disputes been resolved fairly?	3.25
4	Do you feel that your individual staff needs have been recognized?	2.86
5	Do you feel that your efforts at Dipolar have been recognized?	2.83

Strengths



Weaknesses

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Importance Rankings

Rank	Question	Average
1	Do you feel that your efforts at Dipolar have been recognized?	3.95
2	Have workplace problems/disputes been resolved fairly?	3.91
3	Do you feel that your individual staff needs have been recognized?	3.86
4	Have workplace problems/disputes been resolved in a timely manner?	3.78
5	Do you feel that the goals and strategies of Dipolar were effectively communicated?	3.43

Most Important



Least Important

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Response Frequency

The frequency analysis shown below is simply used as a "double-check" to ensure that there is not a large discrepancy between the number of people who provided performance information, and the number of people who provided importance information.

Question	Performance	Importance	% Difference
Do you feel that your individual staff needs have been recognized?	997	989	0.8%
Do you feel that the goals and strategies of Dipolar were effectively communicated?	996	997	0.1%
Have workplace problems/disputes been resolved in a timely manner?	996	980	1.6%
Have workplace problems/disputes been resolved fairly?	991	994	0.3%
Do you feel that your efforts at Dipolar have been recognized?	999	997	0.2%