



Explorance Employee Survey Benchmarks

Global employee
experience & engagement
normative database

Powered by Mercer



Welcome to brighter

Explorance's robust Employee Experience & Engagement normative database, powered by Mercer, is continually updated to enable external benchmark comparison.

Data displays include % favorable ratings on a 5pt Likert scale and also medians, means, minimums, maximums, and percentiles (97th, 90th, 75th, 50th, 25th, 10th and 3rd percentiles).

This data enables us to assess how our clients compare to outstanding, best-in-class/high-performing organizations — not just to the average.

The numbers matter



1,500,000+

employee survey responses added each year



8,500,000+

over 8.5 million responses included in the 5 year norm



5 and 10 year

rolling datasets



800+

companies ranging from under 100 to over 500,000 employees



375+

items/questions



30+

key themes or areas of focus (see examples)

Data can be cut according to:

- Geography (global, regional, and country)
- Organizational characteristics (size, industry)
- Employee demographics (job level, occupation, tenure, ethnicity, age, gender, unionization, and disability)
- Many other variables

Custom benchmarks based on a unique group of organizations may also be available.

Themes

- Job Challenge /Use of Skills
- Work Environment /Safety
- Vision/Direction
- Training /Performance Development
- Communication /Candor
- Culture & Values
- Career Development
- Decision Processes
- Innovation
- Teamwork
- Resources
- Risk Management
- Rewards & Recognition
- Inclusiveness/DEI
- Organizational Change
- Employee Engagement
- Customer Focus
- Business Performance

Industries

- Agriculture, Forestry, Animal Farming
- Construction & Engineering Hospitality
- Consulting and Professional Services
- Consumer Products
- Education and Research
- Energy
- Financial Services Retailers
- Government, Public Administration and Non-Profit
- High Tech
- Hospitality
- Healthcare & Life Sciences
- Manufacturing
- Media
- Real Estate, Rental and Leasing
- Retailers
- Telecommunications, Wireless, and Broadband
- Transportation

Why external benchmarking is a common practice

Benchmarking employee survey results is a standard practice because it allows organizations to compare their performance against industry standards and best practices. It is important because it provides insights into areas of improvement and helps identify strengths and weaknesses within the organization.

Executives and line managers perceive benchmarks as valuable tools for setting goals, tracking progress, and making informed decisions to enhance employee engagement and organizational performance. Here are a few reasons why it is important to benchmark survey data externally:

1 Enhance Decision-Making: External benchmarking provides clients with valuable data and insights that can inform decision-making. By understanding how their organization compares to others in the industry, clients can make more informed decisions about resource allocation, talent management, and employee engagement initiatives. This data-driven approach can lead to more effective decision-making and improved outcomes.

2 Gain a Comparative Perspective: External benchmarking allows organizations to compare their employee survey results with those of other companies in the industry. This provides a valuable perspective on how the organization is performing relative to its peers. By understanding how their employee survey results stack up against industry benchmarks, clients can identify areas of strength and areas for improvement.

3 Set Realistic Goals: External benchmarking provides clients with a realistic benchmark against which they can set goals and targets. By comparing their current performance with industry standards, clients can establish realistic and achievable goals for their employee survey results. This helps in setting meaningful targets and tracking progress over time.

4 Identify Best Practices: Through external benchmarking, clients can identify best practices and innovative approaches used by top-performing organizations. By studying the practices and strategies of industry leaders, clients can gain insights into what works well and adapt those practices to their own organization. This can help drive improvements in employee engagement, satisfaction, and overall organizational performance.

5 Drive Continuous Improvement: External benchmarking encourages a culture of continuous improvement. By regularly comparing their employee survey results with industry benchmarks, clients can identify areas where they are lagging and take proactive steps to address those gaps. This ongoing process of benchmarking and improvement helps organizations stay competitive and adapt to changing market dynamics.

Overall, external benchmarking in employee surveys is crucial for organizations to gain insights, set goals, and continuously improve their employee experience based on industry standards and best practices.

