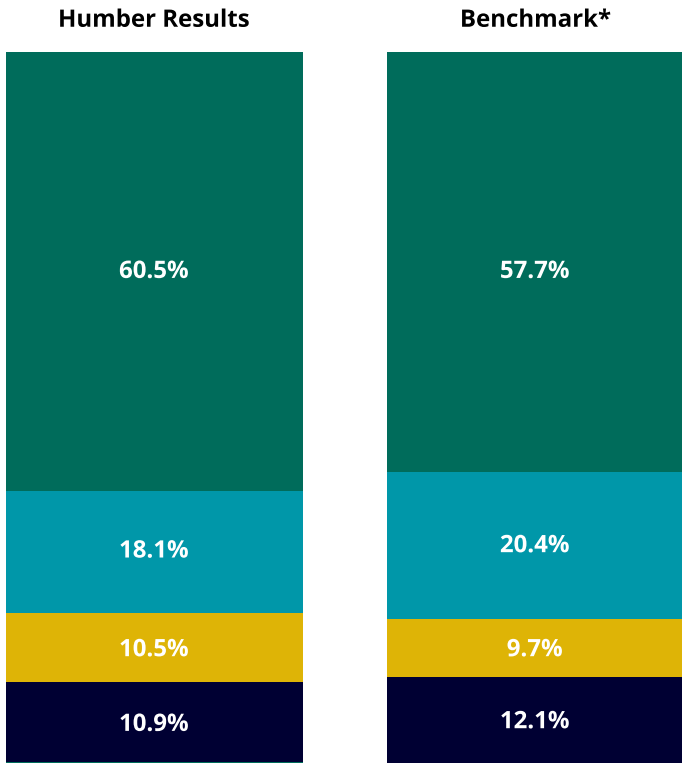


EMPLOYEE ENGAGEMENT SURVEY RESULTS (April 13, 2024)

Overall Engagement Results

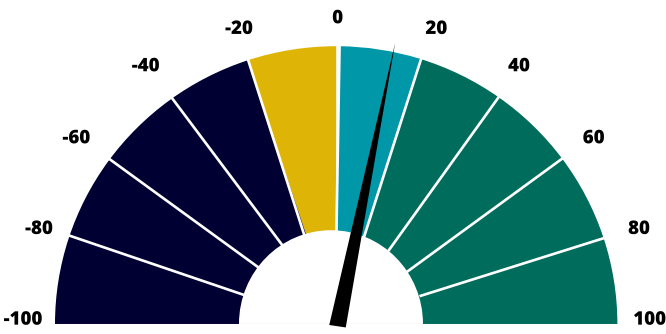
of employees: 5768 # | of responses: 2202 | Response Rate: 38%



- Engaged**
Engaged employees consistently exceed expectations. They are energized and passionate about their work, leading them to exert discretionary effort to drive organizational performance.
- Almost Engaged**
Almost engaged employees sometimes exceed expectations and are generally passionate about their work. At times they exert discretionary effort to help achieve organizational goals.
- Indifferent**
Indifferent employees are satisfied, comfortable, and generally able to meet minimum expectations. They see their work as "just a job", prioritizing their needs before organizational goals.
- Disengaged**
Disengaged employees usually fail to meet minimum expectations, putting in time rather than effort. They have little interest in their job and the organization and often display negative attitudes.

Employee Experience Score

How likely would you be to recommend Humber College to a qualified friend or a family member as a great place to work?



Current Score

13.2

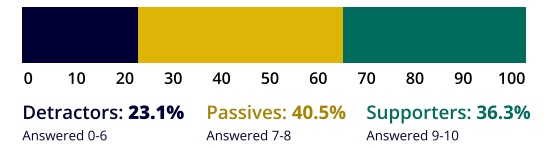
Average Response

8

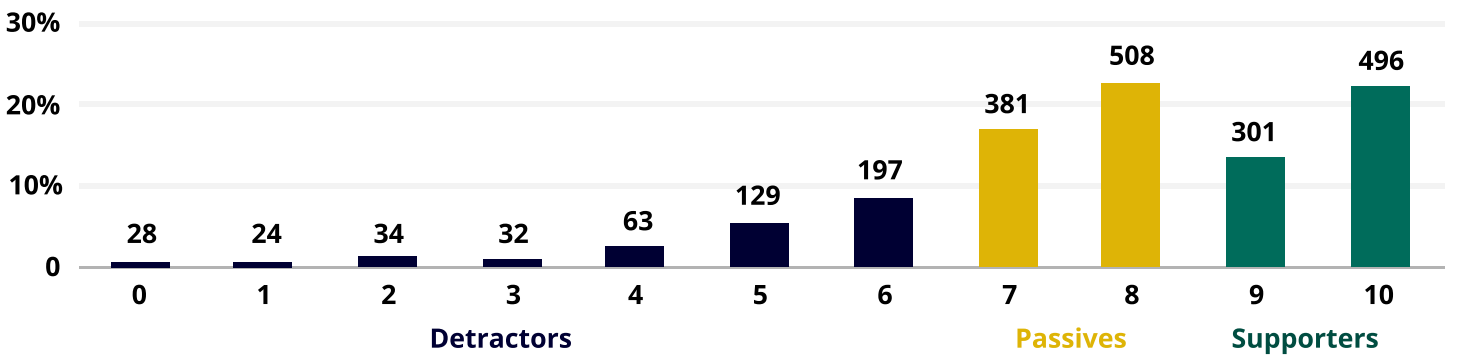
Benchmark*

1.7

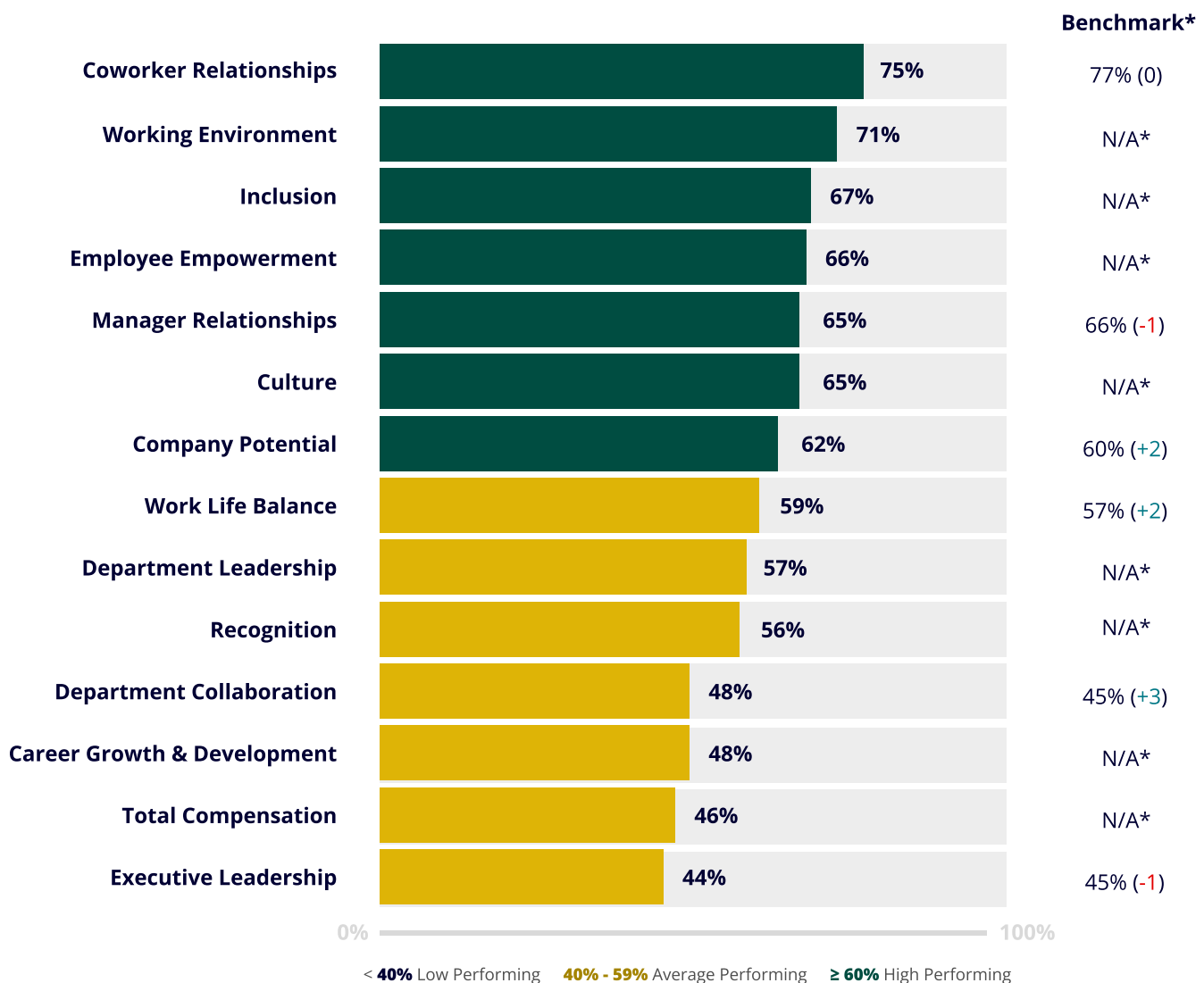
Score Breakdown



Response Distribution



Driver Results



*Driver-level benchmarking has not been provided due to the addition of custom question(s).

*Educational sector benchmark.