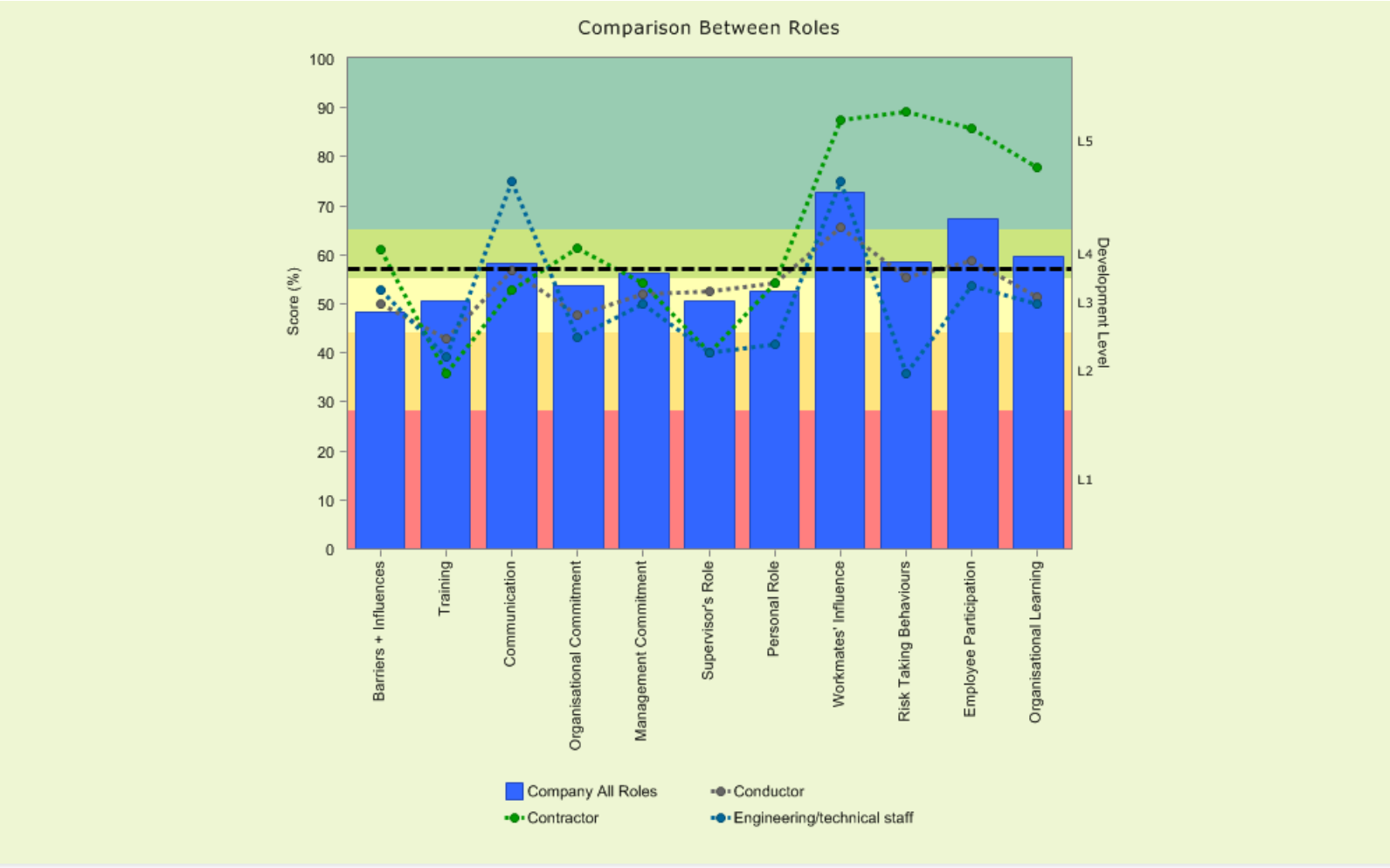


# R2 - Comparison between roles – all mandatory factors

Company:	Enable Rail Services (Dummy Co.)	Survey Title:	CJ Test Survey 1
Date Closed:	23/02/2006 12:33:50	# Completed Questionnaires:	8
Date Report Generated	20/10/2006 14:58:00		

Selected Criteria			
Department	-- All --	Role	Conductor Contractor Engineering/technical staff
		Location	-- All --



## Detailed Findings On Comparison Between Roles

This highlights roles that are either well above or below the company average. It can be very useful to understand why a particular factor responds differently from most other factors - it can help to identify areas where particular actions are appropriate.

Particularly positive and negative responses (cf. the overall average) for each factor are shown below.

Factors	Particularly positive responses	Particularly negative responses
Barriers & Influences		<ul style="list-style-type: none"> <li>Conductor</li> <li>Engineering/technical staff</li> </ul>
Training		<ul style="list-style-type: none"> <li>Conductor</li> <li>Contractor</li> <li>Engineering/technical staff</li> </ul>
Communication	<ul style="list-style-type: none"> <li>Engineering/technical staff</li> </ul>	<ul style="list-style-type: none"> <li>Contractor</li> </ul>
Organisational Commitment		<ul style="list-style-type: none"> <li>Conductor</li> <li>Engineering/technical staff</li> </ul>
Management Commitment		<ul style="list-style-type: none"> <li>Conductor</li> <li>Engineering/technical staff</li> </ul>

Supervisor's Role		<ul style="list-style-type: none"> <li>• Conductor</li> <li>• Contractor</li> <li>• Engineering/technical staff</li> </ul>
Personal Role		<ul style="list-style-type: none"> <li>• Engineering/technical staff</li> </ul>
Workmates' Influence	<ul style="list-style-type: none"> <li>• Conductor</li> <li>• Contractor</li> <li>• Engineering/technical staff</li> </ul>	
Risk Taking Behaviours	<ul style="list-style-type: none"> <li>• Contractor</li> </ul>	<ul style="list-style-type: none"> <li>• Engineering/technical staff</li> </ul>
Employee Participation	<ul style="list-style-type: none"> <li>• Contractor</li> </ul>	
Organisational Learning	<ul style="list-style-type: none"> <li>• Contractor</li> </ul>	<ul style="list-style-type: none"> <li>• Conductor</li> <li>• Engineering/technical staff</li> </ul>

Recommended actions:

- Investigate negative scores further.
- Identify what is causing positive responses.