



Index Score Results by Question

Employee Engagement Index Score	79%	n=
1. I am proud to work for Rockwell Automation.	80%	17,161
2. Even if I had the opportunity to get a similar job with another company, I would stay with Rockwell Automation.	63%	16,921
19. My manager encourages me to do my best work.	75%	17,053
31. In my work group we do quality work.	88%	17,016
40. I typically do my work/job with enthusiasm.	85%	17,052
67. I put forth extra effort to meet the needs of my customers.	91%	11,753

Global Inclusion Index Score	73%	n=
15. Men and women with similar qualifications have an equal opportunity for advancement at Rockwell Automation.	71%	16,567
16. Individuals with similar qualifications have equal opportunities for advancement regardless of age, ethnicity, religion, sexual orientation or disability.	68%	16,622
26. My manager is committed to creating an equitable and inclusive culture so that all employees can contribute fully.	74%	16,869
32. In my work group we value our differences and treat each other with respect.	85%	17,046
41. Overall, I believe Rockwell Automation is a place where I can do my best work.	72%	17,014
53. I have an equal opportunity for advancement compared to others with similar qualifications.	59%	16,597

UNDERSTANDING THE RESULTS

The scores are calculated as a percentage of total points attained against total points available - there is a formula for this score.



Survey Results by Question

READING THE RESULTS

The percentages shown here represent the overall score for Rockwell Automation for each statement based on favorable employee responses. Favorable represents the percent for “strongly agree” and “agree” responses for our scores and the global normative benchmark data.

Additional analysis and reporting continues. Watch for updates on Global RAIN.

SURVEY QUESTION	GLOBAL VOICES FAVORABLE RESPONSES			2016 NORMATIVE
	2016	2013	2010	
1 I am proud to work for Rockwell Automation.	80%	81%	78%	74%
2 Even if I had the opportunity to get a similar job with another company, I would stay with Rockwell Automation.	63%	66%	62%	60%
3 Overall, I am satisfied with Rockwell Automation as a place to work.	76%	74%	70%	72%
4 As openings arise, I would recommend employment at Rockwell Automation to a friend.	77%	75%	71%	66%
5 I am optimistic about the future of Rockwell Automation.	68%	72%	69%	67%
6 Senior Leadership is dedicated to incorporating inclusion into the goals and practices of the company.	77%	N/A	N/A	60%
7 I have confidence in Senior Leadership at Rockwell Automation (Keith Nosbusch and his direct reports).	78%	73%	67%	59%
8 I have a good understanding of the Rockwell Automation Growth & Performance strategy.	68%	68%	62%	70%
9 Senior Leadership does a good job of providing information on how well the company is performing against the Growth & Performance strategy.	75%	71%	65%	63%
10 I have confidence in the Leadership of my Business Segment/Function.	64%	65%	61%	63%
11 At Rockwell Automation I am treated with honesty and respect.	76%	75%	72%	71%
12 I believe our company has a good balance of diversity among leaders.	60%	N/A	N/A	N/A
13 I believe our company has a good balance of diversity among managers.	64%	N/A	N/A	N/A
14 If unethical behavior was found at Rockwell Automation, I believe Rockwell Automation would take corrective action.	83%	85%	83%	71%
15 Men and women with similar qualifications have an equal opportunity for advancement at Rockwell Automation.	71%	74%	70%	68%

SURVEY QUESTION		GLOBAL VOICES FAVORABLE RESPONSES			2016 NORMATIVE
		2016	2013	2010	
16	Individuals with similar qualifications have equal opportunities for advancement regardless of age, ethnicity, religion, sexual orientation or disability.	68%	72%	63%	67%
17	I find value in employee resource groups (ERGs) at Rockwell Automation.	58%	N/A	N/A	N/A
18	My manager supports involvement in employee resource groups (ERGs).	66%	N/A	N/A	N/A
19	My manager encourages me to do my best work.	75%	76%	76%	71%
20	Overall, I am satisfied with the working relationship I have with my manager.	76%	73%	73%	72%
21	My manager cares about me.	78%	N/A	N/A	63%
22	My manager has clearly communicated expectations for my job performance.	73%	72%	71%	66%
23	My manager values my opinion.	72%	71%	70%	69%
24	My manager supports me in meeting my work and life commitments.	73%	73%	70%	67%
25	My manager treats me fairly.	78%	77%	76%	73%
26	My manager is committed to creating an equitable, diverse and inclusive culture so that all employees can contribute fully.	74%	75%	72%	67%
27	I have had a formal Performance Review during the last 12 months. (response = % yes with 1 year tenure)	96%	74%	82%	N/A
28	My manager provides ongoing feedback to me on my performance.	69%	66%	62%	63%
29	My manager recognizes and praises my good work.	69%	67%	66%	68%
30	My manager is ethical and honest.	91%	81%	81%	72%
31	In my work group we do quality work.	88%	88%	87%	80%
32	In my work group we value differences and treat each other with respect.	85%	N/A	N/A	79%
33	Individuals in my work group work together effectively.	79%	78%	76%	78%
34	Work is distributed fairly in my work group.	75%	68%	67%	68%
35	There is cooperation and information sharing across divisions/departments within Rockwell Automation.	54%	56%	50%	65%
36	In my work group problems are resolved in a timely manner.	68%	66%	64%	70%
37	In my work group we are encouraged to make suggestions to improve our work processes.	78%	75%	73%	74%
38	Overall, I am satisfied with my job.	74%	76%	72%	73%
39	I understand how my role contributes toward achieving the Rockwell Automation Growth & Performance strategy.	80%	85%	82%	79%
40	I typically do my work/job with enthusiasm.	85%	86%	86%	76%
41	Overall, I believe Rockwell Automation is a place where I can do my best work.	72%	73%	69%	70%
42	I get a real sense of accomplishment from my job.	67%	69%	68%	68%
43	I am involved in decisions that affect my job.	63%	62%	57%	64%

SURVEY QUESTION		GLOBAL VOICES FAVORABLE RESPONSES			2016 NORMATIVE
		2016	2013	2010	
44	Currently I believe my job is secure.	62%	65%	56%	69%
45	I have acceptable flexibility for my work and life commitments.	81%	76%	72%	75%
46	I have the resources (technology, tools, etc.) I need to do my job properly.	72%	69%	63%	74%
47	I have a safe workplace.	89%	89%	88%	80%
48	I believe I can fulfill my career goals at Rockwell Automation.	66%	66%	64%	63%
49	Over the last year, I had opportunities to learn and grow.	75%	71%	69%	65%
50	I am provided with training and development opportunities that help me do my job better.	62%	63%	58%	58%
51	I know what advancement/development opportunities exist for me within Rockwell Automation.	56%	59%	52%	61%
52	I know what I need to do in order to advance within Rockwell Automation.	58%	60%	52%	64%
53	I have an equal chance for advancement compared to others with similar qualifications.	59%	61%	56%	62%
54	Overall, I believe my benefits package is competitive.	58%	57%	55%	63%
55	My total compensation is fair for the work I do.	51%	53%	47%	58%
56	Rockwell Automation does a good job providing information on the way my pay is determined.	43%	42%	36%	56%
57	Rockwell Automation does a good job providing information about benefits.	61%	60%	54%	66%
58	Rockwell Automation processes and procedures enable me to do my job effectively.	58%	57%	52%	64%
59	I know how to recognize my peers and colleagues using the Bravo recognition system.	68%	N/A	N/A	N/A
60	I feel appreciated for the work I do.	69%	64%	N/A	64%
61	Business Segment/Function Leadership is genuinely committed to doing what's best for the external customer.	80%	79%	N/A	74%
62	Overall, I am satisfied with the resources provided to me in meeting external customers' needs.	65%	65%	61%	72%
63	I am empowered to do what needs to be done to meet external customers' needs.	65%	69%	67%	70%
64	I put forth extra effort to meet the needs of my external customers.	91%	91%	94%	83%
65	My manager is genuinely committed to doing what's best for the external customer.	81%	83%	N/A	75%
66	I understand what I can do to contribute to improving an external customer's experience.	92%	85%	N/A	82%
67	At Rockwell Automation everyone does what is best for the external customer, not just those departments interacting with our external customers.	67%	65%	N/A	N/A
68	Rockwell Automation values my efforts to do what's right for the external customer.	76%	69%	N/A	70%
69	My work group responds to external customer questions, concerns and issues in a timely manner.	78%	79%	N/A	79%

SURVEY QUESTION	GLOBAL VOICES FAVORABLE RESPONSES			2016 NORMATIVE
	2016	2013	2010	
70 Rockwell Automation products are available when our external customers need them.	62%	53%	55%	N/A
71 Rockwell Automation products, services have industry leading features.	74%	71%	74%	71%
72 Rockwell Automation processes and procedures enable me to do my job effectively to meet external customers' needs.	56%	55%	N/A	N/A
73 I have the tools and technology I need to best meet external customers' needs.	66%	66%	N/A	73%
74 Rockwell Automation offers innovative solutions to best meet our external customers' needs.	75%	73%	N/A	N/A
75 Overall, I am satisfied with the working relationship I have with my external customers.	90%	91%	88%	83%
76 I believe my external customers appreciate my efforts on their behalf.	91%	92%	84%	80%
77 I believe Rockwell Automation has a strong culture of doing what's best for the external customer.	83%	88%	N/A	N/A
78 Rockwell Automation responds to customer questions, concerns and issues in a timely manner.	72%	N/A	N/A	N/A
79 I was informed of the results from the last company Global Voices survey (response: = % yes with at least two years tenure)	89%	78%	N/A	N/A
80 Information collected from the previous employee survey was used to make a positive change (response: = % yes with at least two years tenure)	74%	67%	N/A	N/A

The questions and numbering differed slightly by region but were correlated into the indexes for analysis. Some additional questions were asked in 2016, resulting in N/A or no comparison to past results.

2016 normative data is collected at the same time as our Global Voices data in a parallel study and is at a confidence factor of 95%. This data is global and is collected from 2,500 respondents in primarily engineering, sales, marketing, manufacturing and operations roles in countries where we also do business. These responses are weighted by region to approximate the Rockwell Automation representation globally.

