

Hope College Trust Index

FAIRNESS

Organization Data



Hope College (Overall) Organization Data

		Overall Hope	2014 50 Best 501-999 Employees	Race/ Ethnicity					Sex		Work Status		Job Type	
				African American or Black	Asian	Caucasian or White	Hispanic/L atino	Two or More Races	Female	Male	Full- time	Part- time	Faculty	Staff
	Number of Responses:	594	5,060	6	6	533	24	7	333	245	486	94	211	331
Fairness	People here are paid fairly for the work they do.	38	81	20	67	39	33	50	37	40	40	31	29	43
	I feel I receive a fair share of the profits made by this organization.	N/A	78	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Everyone has an opportunity to get special recognition.	40	86	20	50	41	30	83	40	42	40	40	35	41
	I am treated as a full member here regardless of my position.	60	90	60	50	61	58	80	58	63	62	49	52	62
	Promotions go to those who best deserve them.	45	81	50	75	46	42	50	43	49	45	52	42	45
	Managers avoid playing favorites.	47	78	75	50	48	29	75	46	49	46	48	36	54
	People avoid politicking and backstabbing as ways to get things done.	52	84	100	50	53	53	50	55	50	51	64	43	59
	People here are treated fairly regardless of their age.	72	94	75	60	73	56	100	73	72	73	73	64	76
	People here are treated fairly regardless of their race.	68	98	40	60	70	32	100	65	73	69	65	53	74
	People here are treated fairly regardless of their sex.	65	95	60	60	66	42	100	59	72	64	70	51	71
	People here are treated fairly regardless of their sexual orientation.	46	97	20	20	47	24	80	45	48	46	48	26	54
	If I am unfairly treated, I believe I'll be given a fair shake if I appeal.	55	86	60	40	56	44	83	55	56	54	65	45	61
	Fairness Average	54	87	52	53	55	40	77	52	56	54	55	43	58
Great Place to Work®														
Taking everything into account, I would say this is a great place to work.		73	93	80	50	74	63	100	76	70	72	80	55	83
Average of all Great Place to Work® Model© Statements		63	90	70	62	64	51	77	64	62	63	66	53	68
Client-Specific Statements														
I can voice my opinions and concerns to management without fear of negative consequences.		48		60	67	49	32	50	46	52	48	51	39	51
Management demonstrates its commitment to creating a diverse and inclusive workplace.		57		0	50	60	26	80	59	55	57	59	42	65
Faculty demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.		68		60	33	69	25	100	66	70	68	68	58	72
Staff demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.		66		40	60	67	28	100	65	67	65	69	52	71
Management demonstrates sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.		63		40	33	65	42	83	61	66	62	70	47	71
People with varied physical, cognitive and emotional abilities are treated fairly here.		74		80	60	76	44	100	74	74	73	77	61	80

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Work Group Data



Hope College (Overall) Work Group Data

		Hope Overall	2014 50 Best 501-999 Employees	Race/ Ethnicity					Sex		Work Status		Job Type	
				African American or Black	Asian	Caucasian or White	Hispanic/L atino	Two or More Races	Female	Male	Full- time	Part- time	Faculty	Staff
	Number of Responses:	594	5,060	6	6	533	24	7	333	245	486	94	211	331
Fairness	People here are paid fairly for the work they do.	46	81	0	67	47	48	43	44	50	47	42	36	51
	I feel I receive a fair share of the profits made by this organization.	N/A	78	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Everyone has an opportunity to get special recognition.	56	86	40	67	57	35	86	55	59	56	60	60	54
	I am treated as a full member here regardless of my position.	75	90	60	67	75	71	86	73	78	76	68	73	75
	Promotions go to those who best deserve them.	59	81	40	75	60	61	40	58	62	58	67	61	58
	Managers avoid playing favorites.	66	78	40	83	67	48	83	66	68	65	76	72	65
	People avoid politicking and backstabbing as ways to get things done.	67	84	80	67	67	68	57	68	66	65	76	68	69
	People here are treated fairly regardless of their age.	82	94	80	83	83	67	83	83	83	82	88	82	82
	People here are treated fairly regardless of their race.	86	98	40	83	87	71	100	84	89	86	87	82	87
	People here are treated fairly regardless of their sex.	82	95	80	80	82	75	100	78	88	81	89	77	83
	People here are treated fairly regardless of their sexual orientation.	76	97	60	83	77	68	100	78	76	76	82	68	82
	If I am unfairly treated, I believe I'll be given a fair shake if I appeal.	69	86	60	60	70	58	83	67	73	68	76	69	70
	Great Place to Work®													
	Taking everything into account, I would say this is a great place to work.	81	93	60	67	82	79	100	84	80	80	87	73	86
	Average of all Great Place to Work® Model© Statements	75	90	60	79	76	65	85	76	75	75	78	75	76
Client-Specific Statements														
	I can voice my opinions and concerns to management without fear of negative consequences.	69		40	50	71	50	86	69	70	68	74	72	68
	Management demonstrates its commitment to creating a diverse and inclusive workplace.	76		20	83	78	67	100	77	77	76	80	79	75
	Faculty demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.	82		40	83	84	55	100	84	81	82	84	82	83
	Staff demonstrate sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.	80		40	100	81	67	100	82	79	80	82	78	81
	Management demonstrates sensitivity and understanding in their interactions with people of different races, ethnicities and cultures.	84		40	83	84	74	100	86	81	84	84	81	85
	People with varied physical, cognitive and emotional abilities are treated fairly here.	83		80	80	85	71	100	82	86	84	83	77	86

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