

Happiness

IES is committed to creating, maintaining, and supporting a positive work environment that is conducive to and fosters worker happiness and job satisfaction. We are concerned about our employees and their families and we strive to create an appropriate work-life balance and provide workplaces where our employees are happy.

To assess how well we are achieving its goal, an annual employee survey will be conducted. A minimum of 70 percent of our full-time and part-time employees who have been with the organization for at least six months will complete the survey. The aggregated survey findings will be provided to the employees and IES will review and attempt to address any shortcomings that may be suggested in the survey.

Happiness Scale

"Considering all aspects of your job, how satisfied are you with your organization?"

- In this 11-choice scale, the number 10 represents "extremely satisfied" while a number 0 represents "not at all satisfied."
- Rating Scale: 10 9 8 7 6 5 4 3 2 1 0

"How likely is it that you would recommend your organization as a good place to work?"

- In this 11-choice scale, the number 10 represents "extremely satisfied" while a number 0 represents "not at all satisfied."
- Rating Scale: 10 9 8 7 6 5 4 3 2 1 0