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Engagement			68	6	9B	1	3	4	3	4
Direct Management			81	5	4	3	2		-1	-5
Communication			83	19*	-10	4	5	10	2	4
Customer Focus			76	6	3	6	-181	7	5	-9
Supportive Culture			72	5	2	5	4	3	2	10
Leadership			78	6	5	15*	4	-5	2	12
Efficiency			91	1	5	14	-6	4	5	7
Pay and Reward			76	3	3:	11	-4	-6	-4	8

Towers Watson Benchmark Guide

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