

デザインは一部変更になる場合がございます

サンプル株式会社
総務部 results

Testing period	Testing rate	High stress individual rate	STELLA candidate rate
2024 6/1 - 6/30	100.0%	17.8%	2.2%
	National average 89.5%	National average 15.2%	National average 13.3%
	06/2024	Last time	Whole Company
Subjects	45	18	362
Test subjects	45	17	341
Testing rate	100.0%	94.4%	94.2%
High stress individuals (rate)	8 (17.8%)	2 (11.8%)	69 (20.2%)
STELLA candidates (rate)	1 (2.2%)	3 (17.6%)	12 (3.5%)

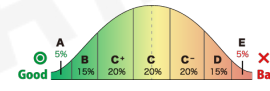
Health risks

	Work-related	Support-based	Overall health risk
Your Group	123	99	121
Last year	102	87	88
Nationwide	100	100	100

Results (deviation value)

How to read the graphs

- The assessments are given on a seven-point scale, from best to worst: A → B → C+ → C → C- → D → E.
- Results (figure on the right): The top 5% of all companies tested receive an A grade, and the bottom 5% of all companies tested receive an E grade.
- The results of This Stress Check are represented with —, the results of the Previous Stress Check are represented with a ---, and the results of the entire company with —— with the national average* having a deviation value of 50.



* Calculated based on the 479,612 people who took the Doctor Trust Stress Check in 2023.

Work		Work			
Assessment	This time	Last time	Assessment	This time	Last time
Quantitative workload	E 26	32	Emotional burden	D 35	48
Qualitative workload	C 49	47	Conflict between roles	C- 46	45
Physical workload	C+ 54	55	Clarity of roles	C+ 58	74
Control at work	E 30	59	Opportunities for growth	C+ 54	60
Skill utilization	C+ 57	58	Workplace		
Personal relationships at the workplace	D 39	60	Economic and position-based compensation	C 51	51
Workplace environment	B 62	58	Respect-based compensation	C+ 54	54
Work aptitude	C+ 56	49	Stability-based compensation	C+ 54	61
Worthwhile work	C+ 57	59	Leadership of superiors	C+ 53	63
			Fair attitude of superiors	C+ 57	63
			A workplace where people are praised	C+ 55	64
			A workplace accepting of mistakes	C+ 53	70

Health risks
This is an indicator set by the Ministry of Health, Labour and Welfare that expresses the risk of employees of your company taking sick leave. The indicator is calculated based on four criteria: quantitative workload, control at work, support from superiors, and support from coworkers, with 100 as the standard.

Satisfaction Analysis (Workplace environment issues which need to be improved on a priority basis)

- Respect towards individuals**
The work climate and policies involve assigning work based on factors such as the strengths, specialties, and values of each individual.
- Career formation**
Human resource policies and goals for the careers of employees are clearly defined, and education and training are provided.
- Respect-based compensation**
Receiving the respect and treatment you deserve from your superiors and coworkers for your efforts and accomplishments on the job.
- Leadership of superiors**
Superiors provide appropriate feedback on work performance, help subordinates demonstrate their abilities, and provide guidance to help them solve problems on their own.
- Personal relationships at the workplace**
Burdens related to personal relationships, such as differences of opinion within a department or conflicts between departments.

Satisfaction Analysis
Of the areas found to be "insufficient" in the analysis of your company's Stress Check results, the areas with a high correlation to "employee job satisfaction" are shown. Prioritize the improvement of these areas, and you can expect to improve the level of job satisfaction of your employees.

Stress reaction		Assessment	This time	Last time
Vitality	C- 44	56		
Irritation	C- 43	59		
Fatigue	E 24	45		
Anxiety	E 32	35		
Depression	E 22	45		
Physical problems	D 35	43		

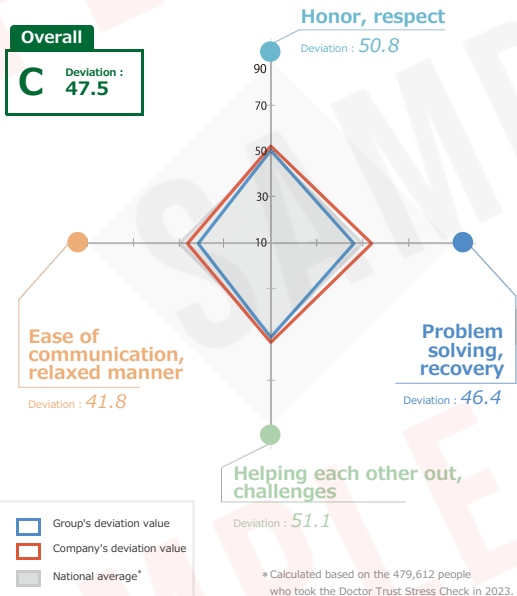
Support from others		Assessment	This time	Last time
Support from superiors	C+ 55	70		
Support from coworkers	C- 43	50		
Support from family and friends	E 33	51		

Satisfaction level		Assessment	This time	Last time
Satisfaction level with work	C- 46	59		
Satisfaction level with home life	C- 43	61		

Company and organization		Assessment	This time	Last time
Trust relationship with upper management	C 51	65		
Response to changes	B 63	66		
Respect towards individuals	C+ 56	60		
Fair personnel assessments	B 59	62		
Support for a diverse workforce	C+ 56	65		
Career formation	C- 47	52		
Work-self balance (negative)	A 90	24		
Work-self balance (positive)	D 36	58		

Work conditions and performance		Assessment	This time	Last time
Workplace harassment	E 27	68		
A sense of unity in the workplace (social capital)	C 51	58		
Work engagement	C 48	64		

TRUSTY SCORE (Work environment indicator)



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This is a radar chart showing the deviation of the four categories related to workplace environment (1) Honor and respect, (2) Problem solving and recovery from mistakes, (3) Helping each other out and challenges, and (4) Ease of communication and relaxed manner). The larger the area of the graph, the stronger the trust relationship and the more productive the environment.