

# Employee Surveys

IntegrateHR - Human Resource Consulting and Systems



## About Employee Surveys

Employee satisfaction is a key contributor to efficiency, productivity and most importantly customer satisfaction within your organisation.

Measuring the state of the employment relationship, such as whether people are satisfied at work, how committed they are to you as their employer and whether they feel secure in their jobs can give you a clear understanding and appreciation of your employees' current mindset.

An Employee Survey (often called a Climate Survey) can give you essential information about your employees' 'buy-in' to your organisation's culture, mission, strategies and leadership; and is of vital importance in ensuring that your organisation can maximise its most important asset - your people.



## Why Survey?

Assessing employees' morale and their views on your organisation's processes, systems and leadership can enable you to take action before problems arise. You might ask employees about company strategy and direction and how people respond to particular initiatives

Surveys can be invaluable for identifying fundamental problems and indicating priorities for management action; they can help lead to reduced staff turnover, enhanced leadership capabilities and taking a more cohesive and unified approach to achieving your organisation's goals and values.



## Why IntegrateHR?

Our Consultants have conducted Employee Surveys in a wide range of organisations and are skilled in advising on survey design and implementation as well as being experienced in administering surveys, including communication and launch, data analysis, survey feedback and outcome-based action planning.

We can help you deliver your Employee Surveys either through the web or on paper as a bureau service, and we can fully conduct these from set-up to reporting, saving you considerable time and resources.



## Why IntegrateOS?

**IntegrateOS** is IntegrateHR's proprietary web-based organisational questionnaire tool. Providing secure and confidential multi-language access 24/7 from any internet-connected computer it has become a market leader for its functionality, versatility, reporting capabilities and ease of use.

The system is highly customisable: use the standard system employee survey or your existing one; define your own questions (including up to 8 types) and rating scales; choose password-protected or anonymous completion to enhance your employees' perception of confidentiality; and choose your own levels of demographics to enhance data analysis.

Comprehensive reporting capabilities with results available in real-time allow you to have data reported in the way you need. And we automatically include telephone and e-mail help-line support for your participants.



## Case Study

A global retailer wanted to run an employee survey for its 1,850 employees in stores and offices across the world, not all of which were IT enabled.

After designing the survey IntegrateHR arranged translations and distribution of both the **IntegrateOS** system and paper questionnaires into 10 languages. Whilst online questionnaires were completed local HR staff ran sessions for completion of paper surveys, which were sealed and returned to us for data processing.

With a 96% completion rate more than 2,000 demographic graphs and reports were produced and analysed for the client.

