

in-depth employee research



This format is particularly appropriate for companies who have probably not used employee surveys before, or who have gone through a period of significant change - providing a comprehensive assessment of employees' views and ratings across a wide range of topics, all important in assessing and then developing ... how an organisation performs through its people.

Although it requires more time to complete, employees appreciate and are engaged in taking part because of the commitment it demonstrates to listen to and act upon everyone's views.

This format does also include the questions used in the employee engagement survey format, and the reporting includes an assessment of employee engagement levels.

The topics covered in detail in this format are:

- Understanding of key strategies and alignment with the individual role
- Driven by the customer? - High standards, quality products and services?
- Testing whether the company values and vision are the reality
- Effectiveness of key communications, corporate and local levels
- Trust and belief in strong leadership at all levels
- Line management carrying out their responsibilities
- Working relationships between business units, departments and within the team - Collaboration
- Performance management, training and development
- Recognition and reward – Career advancement – Pay and Benefits
- Advocacy, pride and overall satisfaction