



Organisational Surveys

What are Organisational Surveys?

Do you want to maximise employee performance? Are your employees satisfied and engaged? What underlying issues are affecting your organisation? Want to know what is impacting your turnover and productivity? Employee Opinion Surveys provide a 'snap shot' of the culture of your organisation.

Organisational Surveys are also referred to as an Employee Opinion Survey, Culture Survey or a Culture Mapping Survey. However, in general an Organisational survey is a dynamic management process that allows for the accurate capture of HR information that can then be utilised for Organisational change and growth. It involves gathering feedback on imperative HR issues from multiple points of reference and allows organisational factors to be assessed from a variety of perspectives.

With the use of a software based data-capture program, Slade People Solutions will work collaboratively with you to tailor our tool to your reporting requirements. We will ensure that your organisational culture and business objectives are reflected in the tool.

Specific areas investigated that may be assessed via surveys:

- Employee engagement and satisfaction
- Communication within the workplace
- IT, infrastructure and innovation needs
- Training and development
- Overall workplace health and well-being
- Work life balance
- Reward and remuneration

Benefits to your organisation:

Slade People Solutions recognises that a commitment to an employee survey is acknowledging, valuing and developing the business benefits that arise from the successful retention and development of employees.

We believe that an Employee Survey will add value to your organisation by:

- Allowing for accurate capture of HR and employee information that will identify the key aspects which may impact on employee satisfaction issues
- Identifying Organisational strengths and areas for development, thereby allowing HR decisions to be made regarding training needs, policy concerns and career/succession planning
- Facilitating change management in the organisation if necessary
- Increasing the effectiveness and motivation levels of staff
- Encouraging communication between staff and management
- Promoting positive work attitudes
- Facilitate a greater employee buy in when implementing a significant change

The Reject Shop engaged Slade People Solutions to run an Employee Survey & Benchmarking Review - this was no small task, involving over 2000 employees in diverse locations. The objective was to access employee engagement, job satisfaction and for employees to evaluate management and operating systems.

Slade People Solutions managed the project in a professional and timely manner, and were able to incorporate the flexibility that was required to accommodate our unique situation. They took the time to understand our requirements and worked with us to ensure the outcomes met our needs. The Benchmarking Review added value, enabling meaningful comparisons to be made with other like organisations. The project has contributed important information that has been incorporated into our strategic plan.

Jeff Bell, General Manager, Human Resources, The Reject Shop