



## What are your employees really thinking?

**Employee Surveys can provide your organisation with valuable information to help retain, motivate and manage your workforce. Employee Surveys also provide employees with the opportunity to express their thoughts, ideas and opinions in an anonymous forum.**

HR Business Solutions can work with your organisation to discover why your employees stay and identify factors that may contribute to an employee disengaging on the job or leaving your organisation. Our point of difference is that we customise our survey content and methodology to best suit your organisation. We manage the survey process from development through to analysis of the findings and the provision of practical strategies for improvement.

**Employee Surveys can determine employee satisfaction in relation to a number of organisational factors including:**

- Pay and benefits
- Work/life balance
- Internal career opportunities
- Remuneration and Rewards
- Employee commitment and motivation
- Values & Vision
- Relationship with manager
- Internal communication
- Culture and values
- Corporate ethics and behaviour

**The HR Business Solutions team can survey your employees in a variety of ways:**

- Face to face individual interviews
- Employee focus groups
- One-on-one phone interviews
- On-line surveys
- Paper based surveys

We also ensure that employee feedback is collated into a report which outlines the main themes of the survey and your HR priorities.

HR Business Solutions will provide strategic and business-focused recommendations for organisational improvement based on the results of your survey. We work with your organisation as key drivers of change to implement recommendations focussed on achieving improved employee retention and performance. The Employee Survey process will result in your team feeling valued and empowered to drive positive change within your organisation.