

EMPLOYEE SATISFACTION SURVEY



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Our Employee Satisfaction Survey is an easy-to-use, scalable web-based solution that enables the organization to periodically measure perceptions of employees on its people infrastructure. An indigenously developed questionnaire is used to assess the satisfaction levels of employees, the findings of which are captured in a multi-parametric report that helps the organization to identify employees' opinions, their levels of motivation and satisfaction to design specific interventions.

DRIVERS OF EMPLOYEE SATISFACTION

Our Employee Satisfaction Survey builds on the factors that lead to employee satisfaction at a workplace. These factors broadly define the indicative drivers of the satisfaction levels of the employees of the organization.

- People
- Job
- Organization Culture
- Compensation and rewards
- Organization Policies and practices
- Work environment and Infrastructure
- Growth Opportunities
- Organization Culture



EXERCISE DETAILS

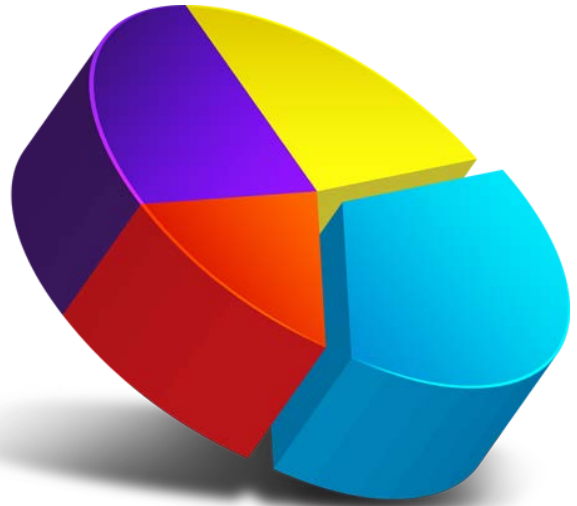
- Understanding the objective and scope of the exercise
- Finalizing the survey questionnaire (Self & Senior)
- Setting-up the exercise on the web
- Identifying the respondent group for feedback (participants and their seniors)
- Internal communication about the exercise
- Communication to respondents (Participants and their Seniors) and opening of the survey
- Response collection and follow-ups
- Data analysis and interpretation
- Report preparation
- Report Presentation



REPORT FEATURES

Easy to understand and interpret, from overview summary graphs and tables to detailed information comprise the report.

- Standard report content
 - A note on reading the report
 - Executive summary
 - Satisfaction index
 - A parameterized integrated analysis of response across entities/ departments/ functions/ levels/ locations
 - Areas of opportunities and improvements
 - Strongholds
 - Hot zones
 - Comparative details with previous surveys
 - Qualitative feedback
 - Way forward section that takes the logic of the findings to its conclusion
- Complete anonymity of individual responses in the report
- Excel export of the responses for further analysis

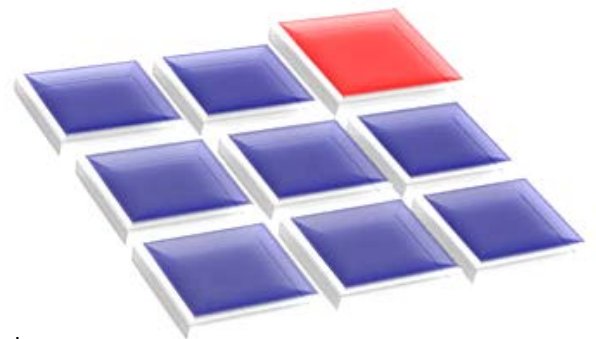


EXCELLMETRICS™ ONLINE SURVEY TOOL

We use our proprietary tool **Excellmetrics™** to conduct the entire survey. Excellmetrics™ is a flexible, integrated, easy-to-use, hassle-free to administer, web-based tool and comes with a round-the-clock support. All the while, maintaining a strict confidentiality and anonymity in a true sense.

Excellmetrics™ offers the broadest range of features –

- Web-based interface
- Easy navigations
- User friendly survey templates
- Quick deployment
- Validated competency bank
- Secure data back-ups
- Round the clock support



Some of the other surveys and feedback services offered through Excellmetrics™ –

- *360 Degree Development Feedback*
- *Executive Personality Profiling*
- *Organization Image Survey*
- *Any customized surveys and feedback*



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