

Organisational Survey



Professional
Consultancy
Services

Objectives

1. To assess employee-perceptions on various organisational factors
2. To make an analysis of the feedback that is both quantitative and qualitative
3. To present recommendations that can help the management plan HR processes

Methodology

- Use of structured and semi-structured response blanks
- Presentation of the survey results and brainstorming with the top management
- Evolving of recommendations

Twin-Scale

Very **Quite** **Somewhat** **Not**
Important **Important** **Important** **Important**

Very **Quite** **Somewhat** **Not**
Satis- **Satis-** **Satis-** **Satis-**
Factory **factory** **factory** **factory**

Low 1...2...3...4...5...6...7 **High**

Illustrative List of Factors

- Job security
- Job satisfaction
- Compensation
- Style of Management
- Upward / Downward / Lateral Communication
- Working conditions
- Work practices
- Training & Development
- Performance Appraisal

Illustrative List of Factors

[contd.]

- Productivity / Service – linked incentives
- New identity
- Teamwork at intra & inter – departmental level
- Company's position in the international market
- Quality of Company's products / services
- Time-management at individual and team levels
- Technology & its use by the Company
- Employee relations

Qualitative measurement of specific areas

- Vision / Mission
- Company's business
- Quality, Cost & Delivery
- Problems / Challenges & Possible solutions
- Long-term service

SWOT

Opportunities Threats

Strengths

Weaknesses

Analysis

- The first part will be administered and analysed using the twin-scale.
- The remaining will be summarised across groups
- Individual information will be compiled for each person

Recommendations

Recommendations are offered based on the findings, if required by the company