



EMPLOYEE SURVEYS

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Most leading organizations today stay abreast of the needs, goals and concerns of their employees. An employee opinion survey is an excellent way to gain this information, as well as serve as a periodic check on the road to continuous improvement.

Whatever your reason for a survey, you will find that IRI is the best in the business and stands ready to help make your employee opinion survey a success. IRI offers traditional pencil and paper surveys, mail-in surveys and internet surveys. Our surveys range from full-service, professionally-administered surveys to quick-response PulseCheck surveys. Contact us today to discuss the best method for your business or organization.

The Keys To Excellence

- ◆ People
- ◆ Quality
- ◆ Productivity
- ◆ Profits

FACTS ABOUT EMPLOYEE OPINION SURVEYS

▶ *Why Conduct A Survey?*

To objectively assess the human resources climate of your organization. To pinpoint areas of strength and areas of improvement opportunities. To give you a tool for assessing key issues such as communications, skills utilization, quality, safety, diversity and supervisory/managerial effectiveness.

▶ *Who Should Be Included In The Survey?*

Although it is possible to obtain valid results with a statistical sample, we strongly believe that you should strive to include 100% of your employee population. This affords each individual the opportunity to have input in the process and enhances credibility of the survey results.

▶ *How Do You Decide Which Questions To Use?*

IRI has 20 core questions based on basic satisfiers and dissatisfiers in the workplace. For these questions, we have current national normative data for salaried and hourly employees. Most of our clients utilize these core questions, plus additional customized questions to address specific areas of interest or concern.

▶ *How Many Questions Should Be Asked?*

By utilizing our core questions, it is not necessary to have a lengthy questionnaire. However, it is very desirable to formulate custom questions regarding your primary areas of interest. Typically, the average questionnaire consists of 30–40 questions and is completed by employees in 20 minutes or less.

▶ *How Will The Results Be Categorized?*

This depends on the groupings *you* designate in the pre-survey planning session. Normally, functions or departments are broken out separately, i.e., Accounting, Sales, Maintenance, Production, Engineering, etc. Also, there will be overall groupings such as Hourly, Salaried and other demographic variables.

▶ *How Long Will It Take To Get The Results Of The Survey?*

One feature of our service is rapid turnaround. Once we have received all the data, we will have the results back to you within 15 working days.

▶ *What Is The Cost For An Employee Opinion Survey?*

That depends on the size, logistics, etc., regarding your organization. IRI is very competitive in the cost of employee surveys. For a free cost proposal, call us at 1-800-552-7897.

