

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 Pulse Check surveys. Contact us today to discuss the best method for your business or organization.

HOW TO BUILD EMPLOYEE ENGAGEMENT

- ◆ **ASK**—Use an engagement survey as part of your corporate conversation with employees.
- ◆ **LISTEN**—Study the survey results to “hear” the message.
- ◆ **RESPOND**—Give prompt feedback about survey findings to show employees you have heard them.
- ◆ **INVOLVE**—Include employees in finding solutions to problems and opportunities to improve your workplace.
- ◆ **SOLVE**—Take visible action steps that result in visible changes.

◆ Why Conduct an Engagement Survey?

To objectively assess the elements of the human resources climate in your organization that promote employee engagement. To pinpoint strengths and improvement opportunities in areas such as communications, skills utilization, customer focus, quality, 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 that evaluate key drivers of employee engagement in the workplace. We have 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 may be desirable to include custom questions regarding your primary areas of interest. The average questionnaire consists of 30–40 questions and is completed in 20 minutes or less.

◆ How Will The Results Be Categorized?

This depends on the groupings you designate in the survey planning session. Normally, organizational units are broken out separately, i.e., Accounting, Sales, Maintenance, etc., and other demographic groups.

◆ 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.