

# YOURsay Employee Surveys

## Key Facts



## YOUR say Employee Surveys

### Listening to your people

Listening to your employees' views is now an accepted part of driving improved business performance. Regular formal surveys can complement everyday management practices by taking the organisation's temperature. They can be used to:

- ◆ Assess current employee attitudes
- ◆ Provide a benchmark for the future
- ◆ Monitor the effectiveness of company policies
- ◆ Identify any issues & concerns
- ◆ Test the reaction to management initiatives

### YOURsay services

Our YOURsay employee survey services give you a tailored yet highly cost effective way of listening to your people. We can collect and analyse both quantitative and qualitative data.

We take the hard work out of gathering and analysing data about your employees' views. You can concentrate on deciding what actions, if any, you need to take.

### A comprehensive service or 'pick & mix'

PAYdata's extensive background in conducting surveys, together with a wealth of pragmatic HR experience, means that we are ideally positioned to help you with your employee survey. We offer a comprehensive service but you can 'pick-and-mix' to choose exactly what you need, including:

- ◆ Initial research to determine areas to be covered in a survey
- ◆ Questionnaire design
- ◆ Communications to employees about the survey
- ◆ Data collection
- ◆ Categorisation of free format responses
- ◆ Data analysis and identification of key trends and issues
- ◆ Reporting and feedback to key stakeholders
- ◆ Follow-up workshops/focus groups for further investigation
- ◆ Action planning to address key issues

### A choice of media

Surveys can be either paper-based, emailable (via a spreadsheet) on-line or a combination of these.

## Reporting that meets your needs

In addition to a full hard copy analysis we can also give you a spreadsheet or database download. As well as statistical results tables we can provide charts and pictograms, and a management summary for your senior team.

## Reassurance for you and your employees

Our employee surveys, like the other surveys we run, exemplify our ability to deliver results tailored to your specific needs. We pride ourselves on our responsiveness and flexibility. You and your employees can be assured of our confidentiality – often key to achieving good response rates.

## A Customer's assessment of our services

But don't just take our word on what we deliver:

*"PAYdata carried out our first ever employee survey in 2006. From the beginning of the project their consultants were sensitive to the company's needs and at every stage they suggested and implemented impressive solutions to the various issues that arose. The outcome was a professionally delivered, user friendly survey which gave the company good quality, relevant and valuable feedback on employee perceptions across a wide range of issues. PAYdata were a pleasure to work with and I would not hesitate to recommend them to other organisations seeking to evaluate employee views".*

Alistair Neill - Personnel Director HBG UK Limited

## Want to find out more

To find out how our employee survey services can be tailored to meet your needs, please call us on 01733 364070 or email us at [info@paydata.co.uk](mailto:info@paydata.co.uk).

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