

Employee Perception Measurement Instruments



Human Capital Measurement Products

New Employee Attachment & On-Boarding

The most critical workforce measurement to reduce attrition & increase performance of new employees.

Patent Number: 2008100458

Team/Organisation Alignment & Engagement

Measure the Alignment & Engagement levels of specific drivers that influence behaviour and performance in your team and organisation.

Employee Exit & Transitioning

Measure the perceptions of transitioning employees.

What Detachment influencers are present and the difference in manager verse employee perceptions.

Individual Personality Types & Team Profiling

We are accredited to administer a full range of personality type diagnostic instruments.

Leadership Behaviour

We are accredited to administer a full range of leadership behavioural instruments.

AFFORDABLE SOLUTIONS THAT WORK FOR YOUR BUSINESS

Sork HC is a leading provider of employee measurement solutions for Australasian businesses.

We ensure that we provide measurement solutions that meet the specific needs of your business.

Our recommended Human Capital Essentials include the **New Employee Attachment Report**, the **Team/Organisation Alignment & Engagement Report** and the **Exit & Transitioning Employee Report**. These tools ensure your organisation is measuring Employee perceptions at the key Human Capital Pipeline stages.

Our products can be used by individual managers or as part of an organisation wide initiative.

Using either an individual tool or a powerful combination, you ensure your organisation is aware of your human capital and its impact and risk.

Designed to be used by small, medium and large organisations, our clients range across all industries and include both public and private sectors.



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Alignment & Engagement

"Most organisations understand the importance and benefits associated with managing employee Engagement. But most are measuring the Effect not the cause and their scores are being compared to Norming sample groups for their results."

At Sork HC we believe the most important, accurate and reliable measure of total workforce perception is a literal measure of Alignment. This is a more relevant measure for organisations wishing to measure the impact their engagement strategies are having over time.

The difference between Alignment & Engagement is a difference of "Cause" & "Effect".

Alignment is the Variance in perceived states between "Actual" and "Desired". Actual state being what I am experiencing or have been experiencing recently. Desired is the state I would prefer to be experiencing.

Zero Variance between Actual and Desired states equates to total Alignment. The greater the Variance the less Aligned an employee is.— which is the "Cause".

Engagement is the emotional and intellectual commitment of an individual (or group of individuals) to the social structure to which they belong. The level of commitment is most significantly influenced by the relative Alignment they experience. Therefore Engagement is the "Effect". (Engagement levels lead to variance in Discretionary Effort and Performance).

Measuring Alignment using an internally consistent scale is far more important when managing Engagement than measuring employees relative to response positioning against a "Norming" sample set or comparing scores using external benchmarking.

If you are intending to measure and manage engagement, be sure to focus on Alignment as the key measure."

- Anthony Sork



Align - Engage - Retain - Perform

- Easy to set up and administer with varying levels of reporting support depending on your needs
- Measure all employees, representative samples groups or sub-teams
- Standard or customised Survey options
- Literal scores expressed in Actual, Desired, Range and Variance scales providing greater levels of insight into your workforce Alignment & Engagement levels
- Literal scores rather than relative scores for more accurate internal and over time comparisons
- Designed for organisations of all sizes and all budgets who don't need expensive "labels"



Our process is designed to be simple & low impact for our clients. No software is required. Surveys & Reports are distributed by email only.

1. You agree the survey structure, content and measurement group with your Sork HC Consultant
2. A unique survey link is sent to each employee via email
3. Reports are produced and presented by Sork HC

Our standard solution includes 17 Alignment Drivers. All of our scores are literal scores—that is a percentage of the total possible score for each Driver. This enables direct internal and over time comparisons of scores.

We recommend a total of 4 weeks to initiate, complete and report at Organisation and up to 6 Department levels. Additional reports are available on request with delivery times dependent on the total number of additional reports.

Contact us now to measure the perceptions of your workforce with our easy and cost effective solutions.