

Employee Perception Measurement Instruments



Employee Perception Measurement Solutions

Employee Attachment Inventory

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

Alignment & Engagement Inventory

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

Exit & Transitioning Inventory

Measure the perceptions of transitioning employees. What Detachment influencers are present and the difference in manager and employee perceptions.

Personality & Behavioural Team Profiling

We are accredited to administer a full range of personality type and behavioural 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 perception measurement solutions for Australasian organisations.

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

Our recommended Engagement Essentials include the **Employee Attachment Inventory**, the **Team/Organisation Alignment & Engagement Inventory** and the **Exit & Transitioning Employee Inventory**. These tools ensure your organisation is measuring Employee perceptions at the key Human Capital 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, its impact and risk.

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



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Employee Attachment & On-Boarding

"The way a manager influences the perceptions of a new employee during the Critical Attachment Period (CAP) impacts the level of Attachment achieved and the resulting impact on the "Risk of Attrition" and "Discretionary Effort & Performance".

The CAP for a new employee is the first 120 days of employment and includes the phases of Attraction, Recruitment, Pre-Employment and Induction.

Most employees who leave within the first 18 months are often labeled by their managers as unsuitable or unavoidably lost. Most of the time this is not the case. Usually this has occurred because of either poor recruitment or poor Attachment.

Too many organisations have lost both talent and money because they have failed to understand the Employee Attachment Phenomenon and manage the Critical Attachment Period effectively.

Our unique business tool empowers managers and organisations to understand, manage and take targeted action to ensure they achieve high levels of Attachment from their new employees.

By using Employee Attachment Inventory your organisation will ensure you don't lose people for the wrong reasons. You will enhance new employee performance through increased discretionary effort.

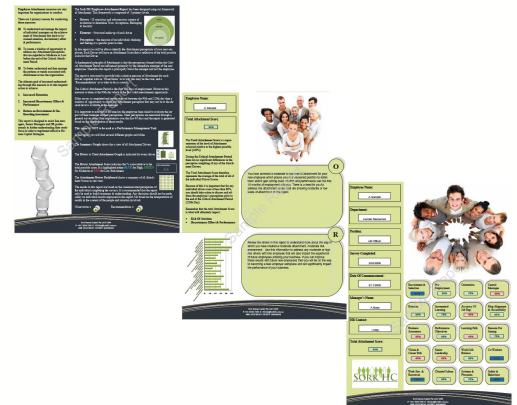
The cost of Attracting, Recruiting, Inducting and On-Boarding a new employee is in excess of \$100,000 in direct and indirect costs.

This unique business tool ensures you protect your people investment and importantly create a workforce that achieves its potential."

Anthony Sork
Managing Director - Sork HC

Employee Attachment Inventory

- The **Critical Attachment Period (CAP)** is the first 120 days of employment.
- There are 20 core "Drivers" of Attachment which impact the perceptions of **Security, Trust, Acceptance & Belonging**.
- The first valid measure of Attachment can be taken at the 90th day of employment.
- A **window of 30 days** is created to correct or shift Attachment perceptions.
- Attachment is most significantly impacted by the immediate manager (over 80%).
- In measuring the perceptions of the employee, we report on the impact of the manager.
- Attachment levels impact the **Risk of Attrition, Discretionary Effort & Performance** during the first 18 months of employment.



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 make your request either via email: HCinfo@SorkHC.com.au or via our website www.SorkHC.com.au
2. A unique survey link is sent to the new employee via email to complete on their 90th day.
3. The Survey is completed and the Attachment Report is produced within 48 hours.
4. The Report sent to the nominated person - either the Manager or HR representative.

All Reports are accompanied by our Results Exploration & Action Plan document that can be used either independently by the manager, or together with HR support.

Many of our clients also take advantage of the trend reporting available with this tool. Call or email us today to discuss how you can use this critical business tool in your business.

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