

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.



WWW.SORKHC.COM.AU

T: +61 2 9344 7589 E: HCinfo@SorkHC.com.au ABN: 68127386341

Employee Exit & Transitioning

"Exit interviews are nothing new for many organisations and most consider it a standard measurement in their business. However, when organisations look closely at both the way Exit Interviews are performed and importantly how the information derived is ultimately used, there is a great deal of room for improvement.

The purpose of conducting an Exit interview should be to learn from the exiting employee - but to do this relative to an understanding of what was "Engaging" and what became "Detaching" for them to have made the decision to exit. To understand this relationship will allow the organisation to consider their Engagement initiatives for remaining and future employees to improve retention, discretionary effort and performance.

The other key purpose should be to help individual managers understand the difference that exists in their own perception of why the employee is exiting and compare this to the actual reasons provided by the employee themselves. It is this perception gap that often has led to the manager either not addressing the detaching influencers and on occasion perpetuating these detaching influencers without realising this.

For managers to learn from and understand these key differences will help them to consider the Engagement and Detachment influencers that are impacting their remaining employees.

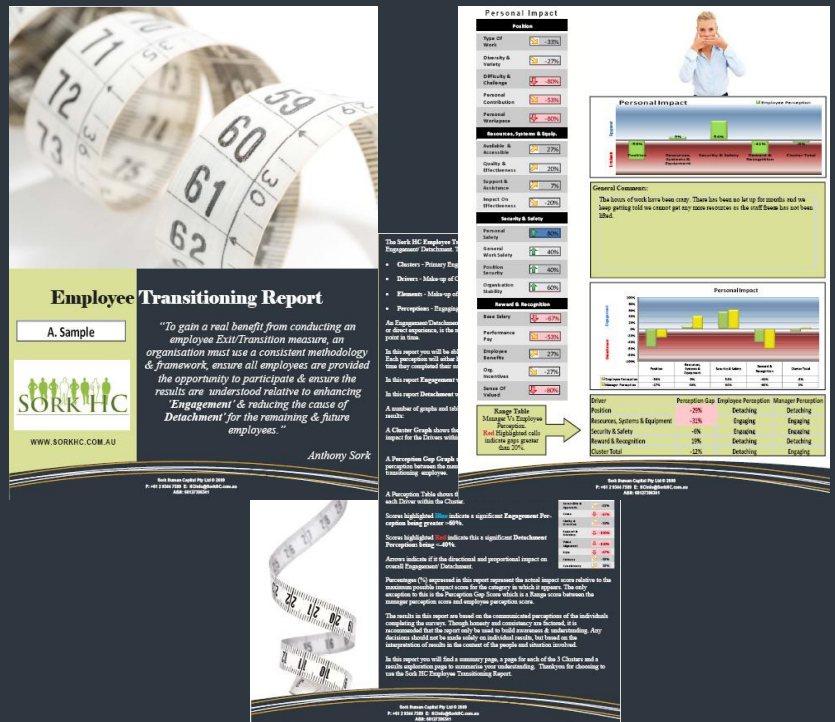
There is both an individual gain for the manager but there should also be an organisational gain by analysing the trended data associated with Exiting Employees. The trend data will assist with both manager development and future organisation Engagement initiatives.

Finally - the same insights and benefits can be derived from measuring internally Transitioning employees, not just Exiting Employees." - Anthony Sork



Engagement - Detachment - Transitioning

- Exit and Transition measures should be consistent and available to all employees.
- Exit and Transition measures should always measure the decision to Exit or Transition relative to Engagement and Detachment influencers for the employee.
- Exit and Transition measures should highlight the difference in perception of the direct manager to those of the employee.
- Exit and Transition measures should be conducted prior to departure and within 48 hours of confirming the employee will be departing or transitioning.



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 within 48 hours of accepting your employee's resignation.
2. A unique survey link is sent to employee to complete.
3. A unique survey link is sent to the manager of the exiting/transitioning employee.
4. Surveys completed and Report are produced within 48 hours.
5. The Report is sent to the nominated person - either the Manager or HR representative.

Use this Survey & Report either as your stand alone Exit & Transition process or support your current practices by using this Survey & Report upfront.

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.