



## EMPLOYEE SATISFACTION SURVEY

### **Consulting Description:**

Periodically, gathering climate feedback is critical to understand what things are going well and what areas may be opportunities for improvement. A climate assessment, or employee satisfaction survey, is a guided tool to analyze your business group and business management team. Specific questions may be tailored for your company around the areas of job responsibilities, management, compensation/benefits, and overall satisfaction/employee morale. The tool is designed to be utilized as a confidential employee survey tool to collect more detailed and direct feedback from randomly selected team members across a business unit or department. The AgCareers.com's team can gather employee feedback through a variety of manners, such as on-site interviews, phone calls, or online surveys. A detailed report with specific feedback from your team and detailed recommendations for improvement is then compiled.

### **Recommended For:**

This consulting service is recommended for organizations of all sizes, however larger organizations will be asked to conduct the survey by department/unit in order to manage time and efforts. Turn around time will be discussed and is based on size of survey sample.

### **Service Includes:**

AgCareers.com will work alongside your organization to develop an overall strategy for the employee satisfaction survey. This includes logistics, sampling methodology, interview question review, and overall plan for the assessment. This consulting package provides organizations with:

- Communication tools to help explain the process to employees
- Completion of assessment interviews — can be done by phone, on-site, or online
- A written final assessment report
  - *The assessment report includes feedback from all interviews within the organization. Note: All interviewees will be kept confidential. The report will also include feedback incorporating human resources and people management best practices. Specific feedback may include: organizational design concepts/overview; organization or business unit strengths; recommendations for specific improvement or key departmental issues; compensation/benefits recommendations, and/or strengths; designated timeframes for recommended specific action items. This report will be provided in written format, but also reviewed with business leads via a teleconference.*

### **Associated Fees:**

As the survey or interviews can be administered in a variety of ways, pricing for this consulting package can vary. Associated costs with this service could include: development of strategy and prep work time; preparation of communication tactics; completion of the assessment (web, phone or on-site); analysis and reporting; and potentially travel costs of facilitators (dependent on the administration method selected).

Ask your AgCareers.com account manager for a personalized proposal and pricing for this consulting option.