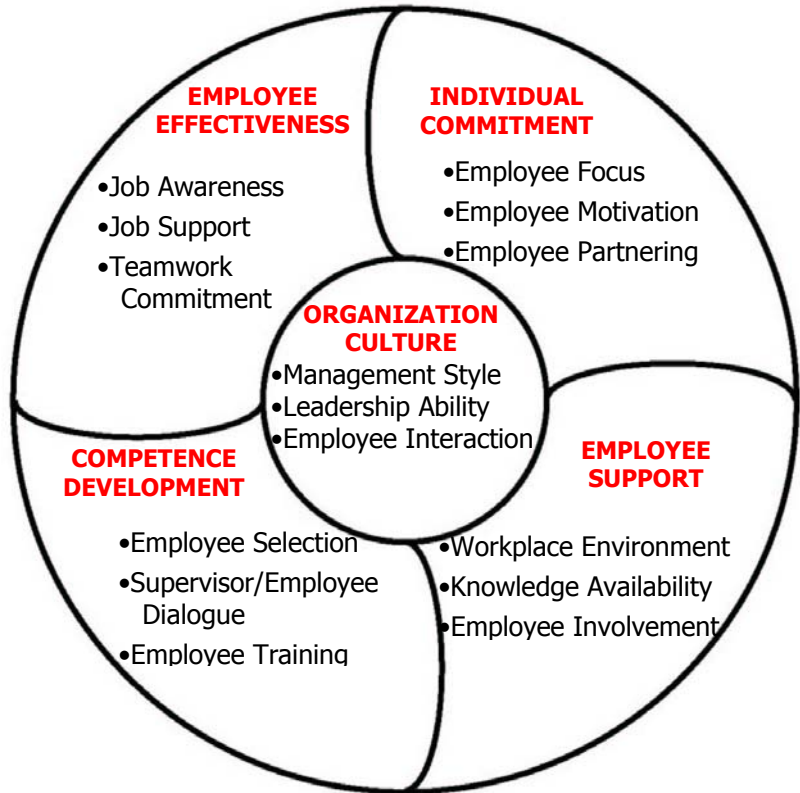


## Employee Workplace Evaluation™

<p><b>WHAT IS IT?</b></p>	<p>The <b>Employee Workplace Evaluation</b> is a cost effective and efficient tool that evaluates how well organizations bring out the best in their employees from <b>2 different respondent perspectives</b> (managers and employees). It evaluates quickly and objectively <b>5 Organization Challenges</b> based on <b>15 Workplace Indicators</b>, those organization practices that are crucial to the attainment of a high level of employee effectiveness.</p>
<p><b>THE MODEL</b></p>	 <p><b>EMPLOYEE EFFECTIVENESS</b></p> <ul style="list-style-type: none"> <li>• Job Awareness</li> <li>• Job Support</li> <li>• Teamwork Commitment</li> </ul> <p><b>INDIVIDUAL COMMITMENT</b></p> <ul style="list-style-type: none"> <li>• Employee Focus</li> <li>• Employee Motivation</li> <li>• Employee Partnering</li> </ul> <p><b>EMPLOYEE SUPPORT</b></p> <ul style="list-style-type: none"> <li>• Workplace Environment</li> <li>• Knowledge Availability</li> <li>• Employee Involvement</li> </ul> <p><b>COMPETENCE DEVELOPMENT</b></p> <ul style="list-style-type: none"> <li>• Employee Selection</li> <li>• Supervisor/Employee Dialogue</li> <li>• Employee Training</li> </ul> <p><b>ORGANIZATION CULTURE</b></p> <ul style="list-style-type: none"> <li>• Management Style</li> <li>• Leadership Ability</li> <li>• Employee Interaction</li> </ul> <p><b>EMPLOYEE EFFECTIVENESS</b> (<i>Ensuring that employees are given the means to perform to the maximum</i>)</p> <p><b>COMPETENCE DEVELOPMENT</b> (<i>Selecting, training the right employees and discussing performance</i>)</p> <p><b>INDIVIDUAL COMMITMENT</b> (<i>Motivating employees to perform at their best</i>)</p> <p><b>EMPLOYEE SUPPORT</b> (<i>Providing an environment that promotes employee involvement</i>)</p> <p><b>ORGANIZATION CULTURE</b> (<i>Developing a culture that is open, inclusive and sharing</i>)</p>
<p><b>ADVANTAGES</b></p>	<ul style="list-style-type: none"> <li>• Identifies workplace strengths and weaknesses and where human resource management practices can be improved</li> <li>• Identifies implementation priorities within a plan of action for improvements</li> <li>• Permits the organization to concentrate on improvements that are the most rewarding</li> <li>• Enables comparisons among divisions and groups and identifies best practices</li> <li>• Identifies an organization's culture and provides benchmark data against which improvements can be measured</li> </ul>

## CHARACTERISTICS

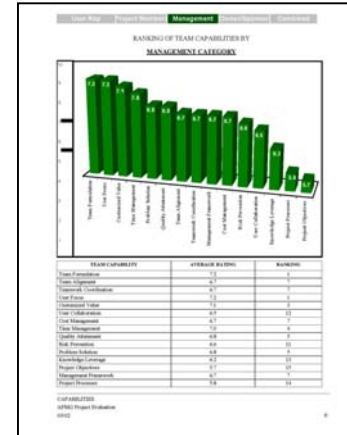
- Questionnaire customized for each organization
- 2 or 4 questions for each Indicator (the respondent rates each question on a scale of 0-10)
- Open-ended questions to meet the needs of each organization
- Each category of respondents can be subdivided into major groups and subgroups
- Multiple data capture possibilities (via the Internet, paper pencil kits, telephone interviews with confidentiality of respondents assured)
- Report delivered in written and electronic format
- Information is objective and unbiased
- The aggregated perceptions of all respondent categories and their subdivisions can be compared to determine the degree of alignment (managers, employees)

## REPORTS

Reports are produced in modular format (Organization Challenges, Workplace Indicators, Organization Practices, Frequency of Distribution, Progress)



Comparison of Management groups



Ranking of Capabilities Strengths and Weaknesses



Comparison of a Respondent Categories



High and low ranked practices