

Why You Need Employee Surveys



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Atlanta , GA. July 27, 2011. When you ask most workers: what is an employee survey? They will probably answer a waste of time, the boss will never pay attention it so why should I fill it out? Unfortunately, most workers are absolutely right when they give this answer.

Most organizations do not pay any attention to [employee surveys](#) until it is too late. Managers will send out the survey, collect it and store it away never to be read. Many employees will simply ignore the survey or worse give the false answer they know the boss wants to see.

This is a tragic waste of resources because employee surveys are one of the best ways for increasing productivity, employee engagement, employee morale and the effectiveness of the organization.

Employee Surveys for Effective Human Resources

A well-prepared employee survey can help a human capital team identify an organization's major human resources problems. It can show them what they need to improve.

For example, an employee survey can help human capital identify the true causes of low morale or high turnover. A manager may believe that low salaries are the cause of this, when the real cause is poor morale. That means the organization could avoid a costly salary rise and instead focus on the real cause of the problem.

A survey could also tell human resources by how much salaries or benefits should be increased. It can also identify particular gripes of employees, for example high costs of commuting or frustration with the dress code.

When management is willing to pay attention to them, employee surveys can be a powerful tool for change. They can also be used to set smart goals that the human capital team can implement to solve problems.

A group of workers could feel frustrated because nobody is getting the bonus. Management could use this to improve morale by restructuring the bonus so workers can achieve it. Another complaint could be a lack of time off, management could improve morale by adding days off.

Employee surveys can be a cheap and effective human resources tool, if your organization takes advantage of them.

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