

EMPLOYEE PERCEPTIONS PROFILE

PROFILE DESCRIPTION

The Employee Perceptions Profile is designed to assess organizational effectiveness through the perceptions of employees about six general categories: Productivity Focus, Employee Involvement, Technology/Process Improvement, Capacity for Change, Leadership, and Openness to Communication. Within these six categories, employee perceptions can be measured across 22 topics. The Employee Perceptions Profile is designed to present a general picture of an organization, and to indicate which areas need more in-depth examination.

TOPICS

Productivity Focus

Predictability

Planning

Work Assignment

Evaluation/Feedback

Attitudes toward Productivity

Communication

Goal Awareness

Internal Communication

External Communication

Input

Team Atmosphere

Leadership

Confidence in Leaders

Ability of Leaders to Motivate Change

Communication Effectiveness of Leaders

Capacity for Change

Organizational Change

Customer Focus

Innovation

Employee Involvement

General Satisfaction

Work Involvement

Motivation

Technology/Process Improvement

Skills Development

Quality Improvement

Technology

QUESTIONS ANSWERED

1. Do people in the organization believe that conditions foster high productivity, or do they feel that their work is poorly organized and planned?
2. Do employees feel that they are involved in decision-making and the development processes within the company, or is there little employee participation and motivation?
3. Do most people in the organization believe that their organization has the knowledge and ability to adapt with change, or do their beliefs and attitudes indicate that continuous change is difficult?
4. Do employees feel that they can voice themselves in an open, honest environment, or is management closed and unresponsive?
5. Does the company have adequate technology tools to get the job done, or is its technology out-of-date?
6. Do the leaders of the company have the ability to energize people to change, or do people feel that the current leadership is not capable of motivating change in the company?
7. Do employees believe that the communication system within the company fosters positive growth and change or is the communication system ineffective?

BEST USES

- When managers want to assess their organization across many topics, the Employee Perceptions Profile will reveal the issues that need to be addressed.
- When a company wants to become aware of employees' attitudes, the Employee Perceptions Profile shows possible barriers to productivity, communication, change and employee satisfaction.
- When companies want to develop training programs and work teams, the Employee Perceptions Profile can identify topics that need to be included in these sessions.