

Employee Experience Survey

Employee Experience : Business Impact



Employee Experience : Model

Core Experience Elements

7 core elements of the employee experience; grounded in strategy, culture & maturity



People Manager Support

How the organization equips managers to elevate the experience

- Skills
- Motivation
- Time
- Feedback
- Processes
- Role Models

Business Outcomes

The impacts of the employee experience.



Talent

- Engagement
- Retention/Absenteeism



Operational

- Productivity
- Efficiency



Financial/Customer

- Operating Income/Margin
- Net Promotor Score

Employee Experience : Questionnaire Structure



Close-End Experience Dimensions

Reimagined Engagement

GPSC Customized

Core Experience Elements



Reimagined Engagement Index



Overall Satisfaction



Open-Ended Questions

Employee Experience : Questionnaire

Table below shows the examples of question items being asked in the experience survey that covers employees job satisfaction, purpose, happiness, and stress.

Example Question items	Aspects
Overall satisfaction with your role and work in the company	Satisfaction
The work processes and procedures allow me to complete my work quickly	Job Experience
The tools/technology enable me to complete my work quickly	Job Experience
This company inspires me to do my best work every day	Purpose
This company motivates me to contribute more than is normally required to complete my work	Purpose
I rarely think about leaving this company to work somewhere else	Happiness
Given the opportunity, I tell others great things about working here	Happiness
I can rely on senior leaders to do what they say	Stress
I can share my opinions without fear of being criticized or penalized	Stress