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INNOVATIVE HR SOLUTIONS is a human resources consulting firm specializing in the design, administration and analysis of employee opinion surveys.

We offer clients:

- Business driven recommendations
- Alternatives based upon the client’s strategic plan
- Long-term value

As a partner with your business, we will make you successful in the management of your most important asset – your employees.



WHY CONDUCT AN EMPLOYEE OPINION SURVEY

Traditionally, management has diagnosed the problems in an organization without employee participation. Our clients have

found that employees not only have questions, but they have the answers as well. The employees themselves solve approximately 75% of the problems raised during the survey process.

If you act upon the survey results you will:

- Reduce turnover
- Identify organization-wide strengths and build upon these strengths
- Improve productivity, quality, skills and customer service
- Align your compensation and benefit programs with your employee needs

- Identify organization-wide issues and solicit ideas for corrective action
- Gather objective data from which management can make informed decisions
- Establish benchmark data to evaluate future improvements
- Solicit employees’ involvement in the process of change

SURVEY PROCESS

Working with you, we design a survey instrument based upon your organization’s specific needs and interests. We believe the keys to gathering the most useful data from the survey are:

- Demographics that are unique to your company
- Customized questions tailored to your business
- Open-ended, narrative questions that solicit written responses from your employees
- Ten unique modules based upon the human resources function, which allow for comparative data

Because an outside firm administers the survey and the responses are anonymous, your employees can be honest and objective in giving their opinions. Surveys are available in either English or Spanish. The survey types can be traditional (paper and pencil) or Internet-based.

SURVEY REPORTING

Once the results have been compiled and analyzed, you will receive a written report, appropriate tables and charts and an assessment strategy. Objective data

become the basis for a meaningful dialogue between employees and management.

Feedback sessions are also conducted. The goals of the meetings are to:

- Identify by survey module those areas where the company is demonstrating high, medium or low levels of satisfaction
- Communicate an action plan for problem resolution
- Build upon the strengths that have been identified in the survey

These sessions are vital links to the continuous, systematic, and measurable improvement process.



The results that your company is likely to achieve from engaging Innovative HR Solutions are:

- An independent, objective evaluation of management’s strengths and weaknesses
- Improved productivity and quality of work through an enhanced understanding of your work force
- Survey services that ensure that your human resources programs are aligned with your strategic plan.

To remain competitive in today’s fast paced market, now is a good time to determine the needs for such an initiative. We are eager for the opportunity to contribute to your success.