

Surveys are important instruments to gauge the holistic health and performance of an organization. They have an indispensable role to play in organization's intelligence system. Effective surveys are able to capture the relevant information so that organization can use it for taking accurate decisions.



Elpis is the Greek goddess of hope and expectations. Surveys are important instruments to gauge the holistic health and performance of an organization. They in a way give a scope for future expectations for growth and success of the organizations. Surveys also play an indispensable role in organizations intelligence system. Effective surveys are able to capture the relevant information so that organization can use it for taking accurate decisions

# organizational surveys



## ABOUT ATYAASAA

Atyaasaa Consulting Private Limited is resolute on meeting the needs of human resources, through behavioural processes, training, counselling, coaching and management consulting. It is on a Mission of 'Awakening Human & Business Excellence'. Its transformational processes facilitate unleashing of innate energies ensuing superior performance and productivity, both in individuals and organizations. Atyaasaa's Vision is, to remain a leading & niche human resource training, counselling and consulting organization offering quality services through quality people. Atyaasaa is thus partnering with top brands at a National & International level in their mission of holistic growth.

### For further details:

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# organizational surveys

## Surveys are found to be most effective in the following cases:

- Organizations undergoing restructuring due to merger, acquisition, restructuring, strategy change, top leadership change, etc
- Leaders wanting to catch the pulse of the organization and assess the current internal situation to initialise interventions for increasing organizational effectiveness
- Organizations seeking to take up challenging tasks and projects to find its strengths, resources and possible red flags
- Organizational effectiveness dipping below par with the expectations and targets
- Organization marred with internal conflicts

## The most popular surveys that are employed by organizations include:

### Climate survey

The most effective organizations have a culture of continuous improvement imbibed within their DNA and put their performance under scrutiny by surveying employees. Organizational climate surveys are studies of employees' perceptions and perspectives. The surveys investigate attitudes and concerns and help the organization work with employees to instil positive changes. Climate surveys measure the internal emotional state of an organization. Thus, these surveys are useful for giving management a snapshot of the general feeling of the staff

### Leadership survey

Organizational leadership is in constant exploration for ways to enhance its efficacy. One of the instruments that can help the leaders is honest, objective and direct feedback. Leadership surveys assess the effectiveness of leaders in actually leading the organizations. They are the guide to define or assess the gaps in leadership competencies that are most important to the organizations.

### Employee satisfaction survey

Employee satisfaction survey (ESS) is a stethoscope in the hands of management to listen to the heartbeat of the employees. This helps to understand how the employees feel and think about the organization. ESS may be employed by organizations to investigate the level of motivation and

happiness of the workforce. Such surveys also reveal the concerns, problems and unfulfilled requirements of the employees. Thus, they pave the way to increase internal customer satisfaction and create a better employer brand.

## ORGANIZATIONAL SURVEYS @ ATYAASAA

- Readymade, researched and validated surveys available
- Customization available on client request
- Easy to implement online surveys
- Comprehensive, unbiased, reliable and customized survey reports
- Rich experience of implementing various surveys across industries

## BENEFITS OF ORGANIZATIONAL DEVELOPMENT INTERVENTIONS

- Creating a culture of open and honest communication
- Better relationship between the management and employees
- Understanding the internal strengths and weaknesses of the organization
- Understanding the perceptions and its effects within the organization
- Creating an environment of ownership
- Nurturing and developing talent within the organization
- Identifying the needs and concerns of internal customers
- Enhancing organizational growth and effectiveness

## BENCHMARKING WORLD CLASS PRACTICES

This programme is conceptualized and presented by Atyaasaa. A leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst & a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools. This is implemented through ethical and experienced operations by human resource facilitators with contribution as their core value.

## ORGANIZATIONAL DEVELOPMENT PROCESS @ ATYAASAA

IDENTIFY & DEFINE THE SURVEY PURPOSE

DESIGN & DEVELOP THE SURVEY

INCREASE AWARENESS ABOUT THE PROCESS

ADMINISTER THE SURVEY

COLLATE & ANALYZE THE DATA

INTERPRET THE RESULTS

Organizational surveys are like the medical check-up reports - they tell you the health of your organization and alert you about potential concern areas well in advance. Thus, regular surveys are recommended by all organizational development practitioners.

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