

Kenexa Employee Surveys®

Kenexa® has been entrusted to design and manage survey projects for some of the largest and most respected companies in the world. We have attracted and developed one of the strongest teams in the industry, comprised of people who have dedicated their careers to building the most innovative, flexible and technologically advanced employee survey practice in the industry. Kenexa is committed to providing unmatched responsiveness, customization capabilities and technological innovations that ensure the success of each survey project.

Features

Proven Track Record of Success

Kenexa has a proven track record of managing large-scale survey projects of a global scope. Our investments in state-of-the-art technology allow us to deliver survey services that are seamless and easy-to-use. Some of the tools and systems to aid the process are:

- *Online Surveys:* We are capable of processing more than one million surveys within a 24-hour period.
- *Forms Scanning:* Highly accurate, high capacity solution capable of scanning 50,000 surveys per day.
- *Tracking:* Enables the user to track and monitor all phases of the survey process.
- *Help Desk:* Customer-friendly Help Desk assists in multiple phases of survey, administration and reporting.
- *Client Services:* Responsible for all day-to-day interaction and survey project management.

Actionable Results

Rather than leaving you with just a number at the end of the survey, Kenexa performs a priority analysis stating, in business terms, the items that will have the greatest effect on employee engagement.

Complete Priority Analysis

During this analysis, the responses to every item on the survey are correlated to the employee engagement index and the manager effectiveness summary item. By prioritizing the items, we target the greatest opportunities for organizational improvement.

Benefits

- Ensure organizational alignment
- Measure employee engagement and commitment
- Establish key drivers of employee commitment
- Reinforce and measure organizational values

Kenexa Online Dynamic Reporting Tool (KODR):

KODR allows you to create unlimited ad-hoc reports with as many lines of comparison as needed. KODR allows you to choose between a range of pre-designed reporting formats or customize one to fit your specific needs.

Kenexa can provide a full array of analytical reports and training materials to support the behavior change process. We provide reports that are easily understood by line managers and human resource generalists. We also provide training sessions and materials to ensure that all survey information is understood before it is used for action planning.

Executive Summary: Kenexa moves beyond just reporting results to an actual set of recommendations for action plans. Our senior consultants present the findings in the context of your company's corporate culture, external environmental situations and key strategic initiatives.

Survey Champions Program: Classroom-style workshop training internal facilitators using custom content can be delivered by Kenexa's consultants/trainers. Action-planning guides are customized to meet your organization's specific goals and requirements.

Kenexa Behavior Change Index: This pulse survey process measures and tracks the extent to which employees believe that survey results have been taken seriously, that goal-setting and action-planning have occurred and that positive changes will be made based on the survey results.

About Kenexa

Kenexa provides business solutions for human resources. We help global organizations multiply business success by identifying the best individuals for every job and fostering optimal work environments for every organization. For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes and expert consulting that help organizations impact positive business outcomes through HR. Kenexa is the only company that offers a comprehensive suite of unified products and services that support the entire employee lifecycle from pre-hire to exit.