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Employee surveys made easy

Trust is the foundation

- Some employees are afraid that honest answers will lead to negative consequences for them.
  - Does the internal HR department evaluate the results without anonymization?
  - As a result, some employees will not participate in surveys at all or will anonymize their answers themselves by giving false answers

In order to build trust and ensure absolute confidentiality, surveys should be conducted externally

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FragMitAb acts as a bridge

- If there are too few or inaccurate responses to a survey, it often loses its significance and is simply not worth the effort

- That's why FragMitAb takes care of the entire survey process

➤ From creating the survey to detailed but anonymized evaluation

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FragMitAb Project

All in one

- Project management

- Communication support

- Questionnaire

- Presentation of results

- Analysis tool

- Certification

- GDPR compliant

- Anonymized/confidential

- Multilingual

- Also possible without email

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FragMitAb Project Milestones

- Kick off

- Setting up and testing the survey (by FragMitAb)

- Finaler Check-in

- Launch of the survey

- Analysis of results

- Presentation of results

- The analysis tool is provided

- Certification

A project takes at least one to two months (+/–) from kick-off to certification, depending on the size of the organization.

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Questionnaire

- Six dimensions with questions regarding dimensions

- Each dimension has a general question

- Two general quest
  - ➢ motivation
  - ➢ satisfaction

- Two open questions

- Measuring scale: 5-point Likert scale
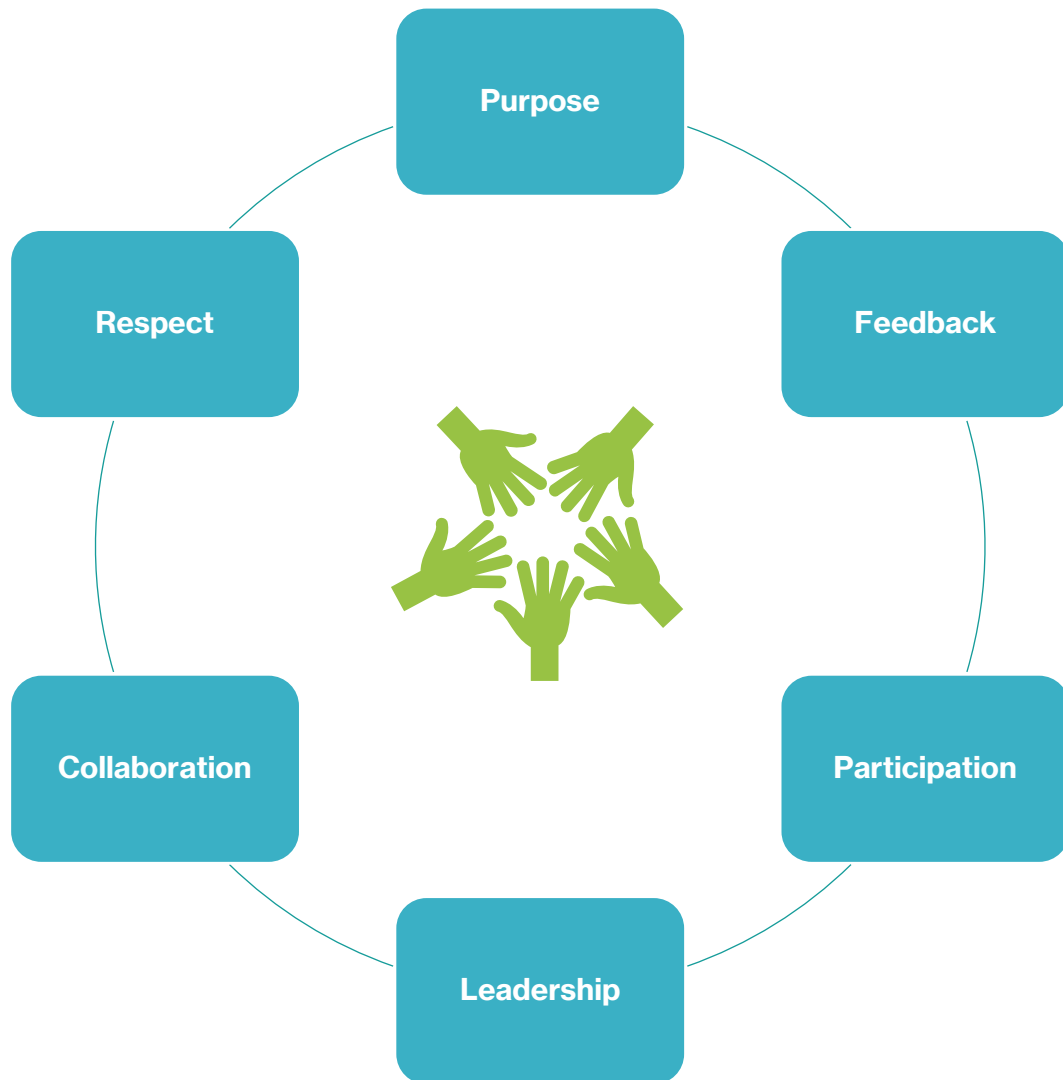
You can find the questionnaire here:

Questionnaire

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Certification

- Organizations that receive 60% approval or more can be certified.

- For this purpose, the dimensions average approval and overall average approval of the survey are published on the FragMitAb website.

- The certificate can then be used for both external and internal communication

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Certified Employee Satisfaction

72%

Questionnaire dimensions

Purpose

Feedback

Respect

Participation

Collaboration

Leadership

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Confidentiality

- All results are anonymized

- Demographic and organizational categories can only be viewed in units where there are more than five responses

- Answers are not lost, but are available in the next higher

- After the survey, all links that would enable the identification of individual persons will be deleted

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GDPR

- DPSs/AVVs are signed before a project starts

- Personal data is stored exclusively on servers in the EU

- DPAs/AVVs have also been signed with partner organizations

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Contact

- If you have any questions, please contact Till Tinsahli. (till.tinsahli@fragmit.de)

- Alternatively, you can also visit the website fragmitab.de

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