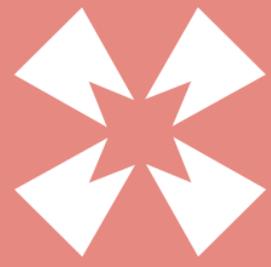


MINDMILL (HR) SOFTWARE LTD

EMPLOYEE ENGAGEMENT



People are the cornerstone of every successful organisation across the globe. It is therefore paramount to exert a conscious effort to assess, understand and develop those who comprise your organisation.

Mindmill offers a series of HR interventions that assess and develop individuals to optimise an organisations performance potential. These interventions include the Employee Engagement Survey.

WHAT IS EMPLOYEE ENGAGEMENT?

The CIPD have defined an Engaged Employee as “being positively present during the performance of work by willingly contributing intellectual effort, experiencing positive emotions and meaningful connections to others”.

This term incorporates physical, mental and emotional aspects that brings together work effort, organisational commitment, job satisfaction, and workflow.

Employee Engagement is the extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work.



WHAT 'S THE IMPORTANCE OF EE?

The Employee Engagement provides employees a safe environment that enables them to give insights and feedback confidentially and anonymously. This way, employees honest views can be accessed and social desirable opinions are avoided.

It's important to collect data around employee engagement to understand where your team is at, understand what areas need to improve the most, and have a benchmark for future efforts.

“That which is measured improves. That which is measured and reported improves exponentially.” Karl Pearson.

Contact

 48-60 High St, Belfast BT1 2BE

 +44 (0)845 0755 844

 info@mindmill.co.uk





MINDMILL SOLUTIONS FOR EE

Mindmill employee engagement survey.

Mindmill offers organisation's an effective, anonymous Employee Engagement Survey that questions all aspects of an employee's job.

Employee Engagement surveys have been developed specifically to measure the performance, strategic alignment, competency and satisfaction of contributors.

Mindmill Employee Engagement Survey aims to investigate to what extent employees feel engaged with a specific company, and uncover any issues that are negatively affecting Overall Engagement.

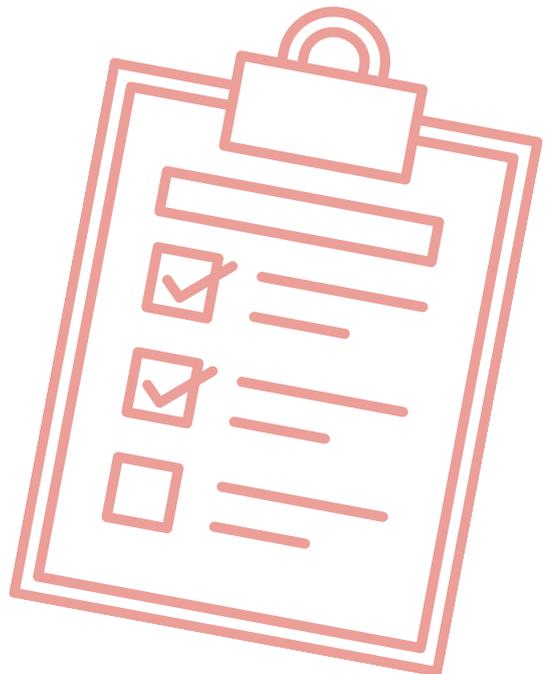


MINDMILL EE SURVEY

The Employee Engagement Survey is comprised of 12 subscales. Each subscale has 5 questions about employee's thoughts in a specific area.

The subscales are as follows:

- Role and Organisation (Mission / Values)
- Environment / Physical Working Conditions /
- Resources and Technology
- Training and Development
- Communication and Team working
- Pay and Benefits
- Overall Engagement
- Local Management Style
- Recognition
- Work Life Balance
- Human Resources
- Performance Management
- Health And Safety
- Overall Engagement



Contact

 48-60 High St, Belfast BT1 2BE

 +44 (0)845 0755 844

 info@mindmill.co.uk



mindmill



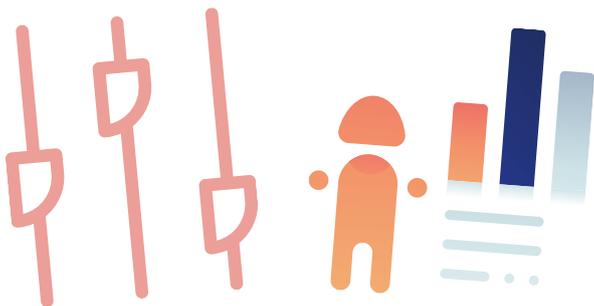
At the end of Mindmill Employee Engagement Survey, employees will be asked to share Positive Reinforcements and Opportunities for development they have identified in the company.

Mindmill then produces reporting which highlights themes and trends to identify the current perceived strengths, areas for development and potential solutions designed to improve Engagement within the organisation.

It's important to use the Employee Engagement Report and Identify Attainable Actions that can be taken to show that Participation does, in fact create change.

HOW TO USE RESULTS OF THE EE SURVEY?

- Share and discuss trends and ideas with your teams;
- Determine where you should put your resources based on results;
- Regularly show people how their work benefits others;
- Tie Employee's everyday tasks to a bigger purpose;
- Make contribution goals more important than achievement goals.



When Employees are Engaged they have a purpose at your company that will invariably lead to:

- BETTER BUSINESS OUTCOMES
- HIGHER CUSTOMER SATISFACTION
- HIGHER LEVELS OF PROFIT

Mindmill solutions for Employee Engagement simplifies problem identification and clarifies information to stakeholders, which in turn leads to Lasting Results.

GET AN EMPLOYEE ENGAGEMENT SURVEY

Chat with a member of our team

Contact

48-60 High St, Belfast BT1 2BE

+44 (0)845 0755 844

info@mindmill.co.uk

