ScriptLAB
"Demonstrating real business benefits"

EMPLOYEE ENGAGEMENT
EMPLOYEE SURVEYS
HOSTED WEB SOLUTIONS

resourcingnet

The Resourcingnet Proposition

1. Resourcingnet is a leading provider of HR software solutions including engagement surveys, trend surveys, appraisal systems and talent management.

2. Our HR specialists will work with you to deliver your desired employee engagement strategy utilising the online ScriptLAB toolkit.

3. ScriptLAB is a hosted solution provided on an annual rental basis with no capital purchase requirements.

ScriptLAB Features

1. Hosted web solution for employee engagement surveys to form an annual benchmarking exercise.

2. Supports online questionnaires and reviews customised to your needs that include:
   - Training pre/post evaluations (delegate / 360 degree)
   - Customer feedback
   - Stress surveys which can report back at department, employee level and location basis

3. Analysis and reporting to provide management information and benchmarking indices.

4. Through our annual license there is the ability to run e.g. quarterly reviews to track the effectiveness of action plans.

MacLeod Review

Drawing on studies of a wide range of organisations in both private and public sectors, the Government 2009 review of employee engagement concludes that leadership, line management, employee voice and integrity are key enablers of engagement and that:

'The correlation between engagement, well-being and performance is repeated too often for it to be a coincidence'.

What is Employee Engagement?

In our current climate organisations are looking for employees to deliver discretionary elements over and above the minimum, or another way of putting it is "going the extra mile." Organisations are seeking a situation where the needs of the organisation and employee are met; an engaged workforce.

Employee Engagement is a combination of commitment to the organisation, its values and a willingness to help out their colleagues. Engagement is something the employee has to offer; surplus to the minimum employment contract elements of the role.

Why is it Important?

There is an obvious quantifiable benefit to an organisation in terms of improved business performance. There is plenty of research including a Chartered Institute of Personnel and Development (CIPD) report, which demonstrates the links between the way people are managed, employee attitudes and business performance.

In addition several studies have shown that customers prefer an organisation where the 'front-line' employees that they deal with are interested and enthusiastic about the organisation, its goals, services and products.

Finally organisations increasingly recognise the importance of their brand. Engaged employees will help promote the brand and project the employer as an employer of choice. This has been proven to help both recruitment and retention, which is very important as these impacts upon all organisations' bottom line.
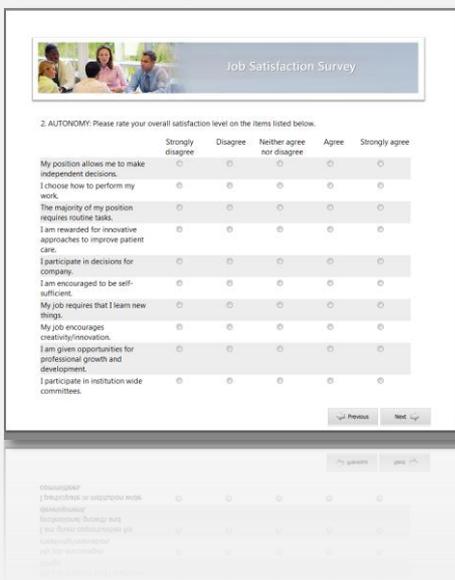
How can I manage Employee Engagement?

Managing employee engagement is a very complex subject and will be different for every organisation. It is dependent on the organisational culture and how the employees perceive the organisation. However the starting point in trying to influence employee engagement is to get a current measure of the levels of employee engagement.
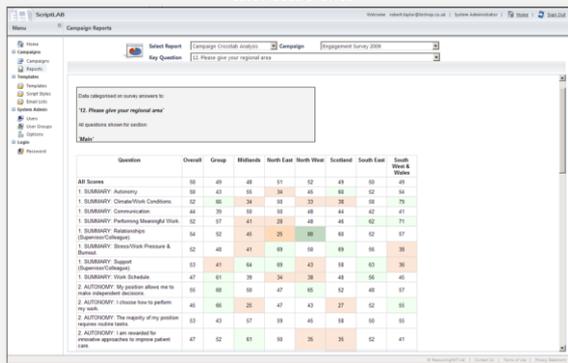
Professionally presented surveys auto-size for tablets and smart phones

Easily design and build surveys

View and export comprehensive management information

The ScriptLAB Survey Tool

The ScriptLAB survey tool from ResourcingNET allows us to design professionally presented surveys that are relevant to your organisation and publish them to your employees on the internet. ScriptLAB also includes tools to help you analyse and report on your surveys whilst guaranteeing anonymity to the respondents.

Easy to configure questionnaires

With many years of experience we can create bespoke questionnaires aligned to the culture of your company to show engagement levels customised to your requirements.

Powerful

Online surveys can be utilised in many different environments to give critical organisational feedback information such as engagement, communication, stress analysis, climate / work conditions, customer feedback and benchmarking.

Cost effective

Annual hosted platform enables unlimited survey campaigns at no additional licensing fees.

Analysis and Reporting Tools

ScriptLAB provides a sophisticated yet easy to use reporting tool that includes cross-functional analysis to enable reporting against contract or department, whilst maintaining complete anonymity for employees.

Drill-down is also supported on reports allowing the organizational administrators to drill into the details of a high level report.

ACAS believes that engagement is likely to be higher if you focus on the four main drivers of employee engagement identified by the MacLeod Review in 2009:

- *Leadership, which transmits vision and values how the individual contributes.*
- *Giving employees a voice to express their views and concerns.*
- *Line managers who empower rather than control their staff.*
- *Behavior, which is consistent with, stated values leading to trust and integrity.*