



## January 2007 Enhancement to PeoplePulse

### **New Report:** Question Grouping

#### ■ Description:

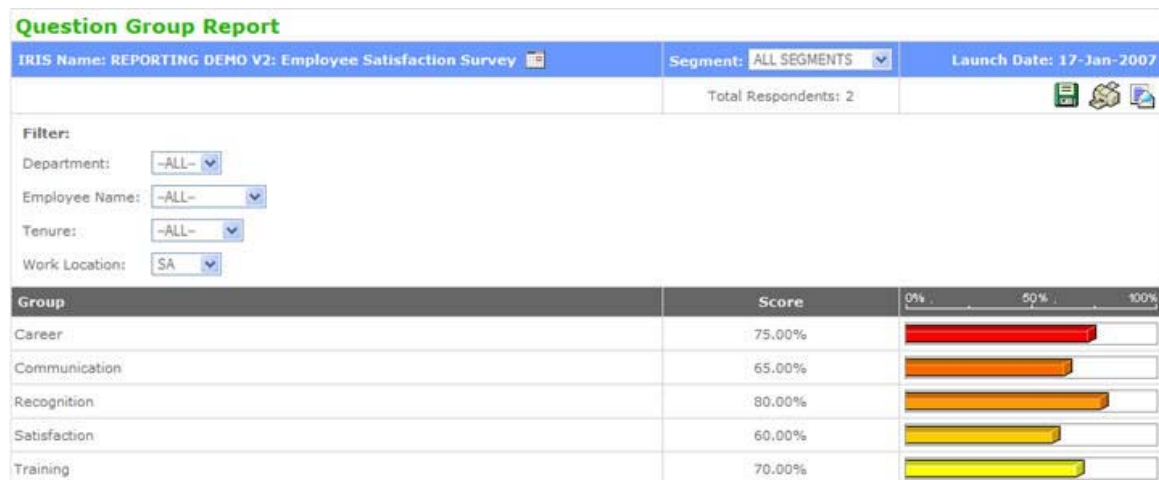
There is now a new report available to all PeoplePulse users called 'Question Groups'. This report allows you to select questions that relate to a similar theme or grouping in your survey (eg. 'Motivation', or 'Training Opportunities') and run a report to compare the overall percentage score for each group.

For example, in the survey depicted below, there are five key group headings (Communication, Satisfaction, Training, Career and Recognition), with two questions per Group heading:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b><u>Communication</u></b>					
* I generally feel informed about changes that affect me within the Company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I usually know in plenty of time when important things happen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b><u>Satisfaction</u></b>					
* All things considered, I am satisfied at the Company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I like the type of work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b><u>Training</u></b>					
* I get the training I need to do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I am given a real opportunity to improve my skills in this Company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b><u>Career</u></b>					
* Job promotions within the company are fair and reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I have the opportunity to progress within the Company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b><u>Recognition</u></b>					
* Hard work is usually rewarded at my Company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I receive enough recognition for work that I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PeoplePulse now allows you to run a report to compare the overall percentage scores for each group, enabling you to easily make a side-by-side comparison of the key areas of your business.

Below is an example of the 'Question Group' report pertaining to the survey depicted above. At a glance you can see each group and how it performed against the others.



Within the 'Question Group' report you have the ability to apply date ranges, use filters, save, print and email the reports. You can also customise the label that is given to each group of questions, and specify which questions belong in which group.

Please note that this feature can only be used for questions that have utilised answer scoring in the questionnaire (as the answer scoring for each question is used to determine the overall percentage score for each group you create). It is also advisable to use a consistent scoring scale throughout all questions in the survey (eg. a 5 point scale, with 5 being the highest or 'best' score).

#### ■ Potential Uses:

The Question Group report gives you the option of viewing a high level summarised version of your survey results broken down by the key areas of your survey.

It allows you to pull across questions that relate to each other from different parts of your survey and group them together to view and compare against other groups of questions.

It allows you to determine, for example, the answer to questions such as: 'How do the total scores asked regarding the five 'Management Communication' questions compare to the total scores for the five 'Inter-department Communication' questions?' Or put another way, which area of our business is stronger, and which needs more work? The new Question Group report delivers this information.