

ORGANIZATIONAL DEVELOPMENT AND MANAGERIAL SERVICES

2. Workplace Analysis and Reward System Development



Employee Satisfaction Survey



It is common knowledge that a happy employee will perform more effectively. Carrying out a carefully designed employee satisfaction survey will provide benefits in the areas of employee retention, absenteeism, improvement of employee performance, and subsequently larger market share and more profit.

Job Descriptions



Managing effectively is often based upon the ability of the manager to identify the work to be performed, to delegate work to others and finally to control its progress and accomplishment. This effort requires the definition of the various tasks, duties, responsibilities and interrelationships of all the members of the workgroup. Job descriptions are tools that will help any manager accomplish these definitions.

We can take you through the whole process of developing a successful job description program from determining the company's needs, carrying out a job analysis questionnaire or interviews with all employees to successfully formulating the job descriptions for all positions in your organization.

Salary Survey & Reward Analysis



If your company needs salary or general remuneration information on specific job segments, we can offer through our strategic partners tailor-made salary surveys that will enable any employer to:

- Assess their organization competitiveness relative to the specific market
- Review benefit costs and policy remuneration

Performance Appraisals & Reward Systems



In recent years, performance appraisals have become an integral part of Human Resources Management. There are many benefits involved from carrying out systematically Performance Appraisal Programs. Some of them are salary justification, improvement of low performers, the restructuring of departments or business units, the careful design of career planning and development for all employees.

Our consulting team can help your company in the following areas:

- ✦ Formulation of a Performance Appraisal System while taking into consideration the objectives of the company, the existing performance appraisal structure (if there is one)-tailor-made.
- ✦ Implementation of the new Performance Appraisal System on the workforce
- ✦ Proposal of changes on the existing Performance Appraisal System

Company Restructuring



In order to be domestically and internationally competitive, companies have to remain up to speed with all the technological and market changes. Our consulting team works in close collaboration with the client to assess their unique situation and guide them in designing strategies that will help them overcome their weaknesses. We offer the client recommendations that will facilitate the transition process between structures.