

A Window on Their World

EFS® is a sophisticated assessment system that surveys your employees and generates insightful, practical results. Hundreds of HR professionals, from the private and public sectors alike, rely on **EFS®** for obtaining a candid – and quantifiable – understanding of employee satisfaction and their commitment to the job. It is the quintessential HR planning system, giving you the tools to develop employee-focused strategies, track progress over time, and ultimately increase productivity and employee retention.

An easy, effective survey tool

- About 30 minutes long
- Delivered via the Web or using paper and pen hard copy
- Fully customizable
- Anonymous, with identifier to benchmark over time
- Allows open-ended “in their own words” responses
- Measures key quality of work life indicators and their perceived importance

Accurate, actionable reports

- Valid and reliable statistical analysis
- Clear and concise data, tables and graphs
- Multiple types and levels of reporting to get the right information to the right people
- Sub-group comparisons within an organization allow for internal benchmarking
- External benchmarking with Canada-wide and sector-specific data (where available)
- A critical management decision-making tool





Employee Feedback System[®]

Valid and Reliable • Canadian Benchmarking • Sector Benchmarking

Comprehensive Measurements

- Organizational Satisfaction
- Job Satisfaction
- Intentions to Remain
- Organizational Commitment - Personal Involvement
- Organizational Commitment - Loyalty
- Workload
- Work-Life Balance
- Job Control
- Job Clarity
- Employee Involvement
- Communication
- Co-worker Cohesion
- Satisfaction with Supervisor
- Pay Satisfaction
- Benefits Satisfaction
- Training Satisfaction
- Satisfaction with Physical Work Environment
- Recognition and Reward - Team Level
- Recognition and Reward - Individual Level
- Resources and Supplies
- Inter-Unit Cooperation
- Continuous Quality Improvement
- Strategic Leadership

Customized Indicators Easily Integrated



**Brock University
Workplace Health Research Unit**

**43 Church Street, Suite 401,
St. Catharines, Ontario L2R 7E1**

In partnership with:



info@whru.ca 1-800-726-4082

www.whru.ca