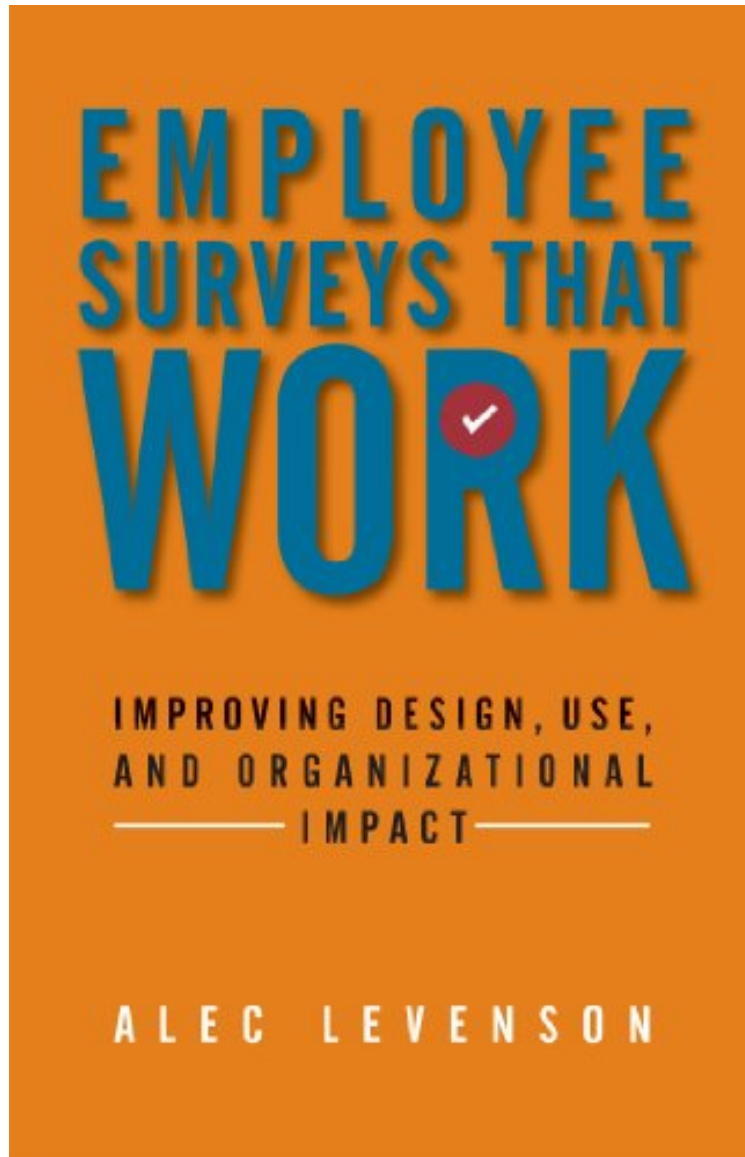


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Employee Surveys That Work: Improving Design, Use, and Organizational Impact

Alec Levenson

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Alec Levenson : Employee Surveys That Work: Improving Design, Use, and Organizational Impact before purchasing it in order to gage whether or not it would be worth my time, and all praised Employee Surveys That Work: Improving Design, Use, and Organizational Impact:

1 of 1 people found the following review helpful. Survey Intelligence EffectivenessBy Robert NishiIt was an enjoyable and a delight to read. Rather than becoming mired in excess content, or language only a few academics

could make sense of, Mr. Levenson's book on employee surveys goes to the point with clarity and easily understood to the lay reader. The late Peter Drucker stated "Asking what has to be done, and taking the question seriously, is crucial for managerial success." Mr. Levenson is a Senior Research Scientist with USC's Center for Effective Organizations. CEO is one of the top global institutions on applied Human Resources research. Take the line, "The flipside holds as well: if you measure something you should be prepared to take action. The act of doing the measurement sends a strong signal to the survey participants and organizational stakeholders that the topics are important for key decision makers. In this 24/7 digital video world, when time is a precious resource, this book provides a quick and effective guide on crafting and deploying employee surveys that make sense and are effective. Mr. Levenson has transcended the current treatises on employee surveys to point to what is important and what works. I look forward to Mr. Levenson's upcoming books on Human Resources Analytics and Managing the Millennials.

0 of 0 people found the following review helpful. Five Stars
By Ennaejal
The material in the book saved me on a graduate paper I was writing. Thank you.

1 of 3 people found the following review helpful.
Skip if you know a modicum of survey knowledge
By Maverick in MNL
Lame. If you know the basics of surveys, bypass this book. The book is not worth \$21.80.

Poorly designed employee surveys frustrate participants, analysts, and executives and can end up doing more harm than good. Alec Levenson offers sensible, practical ways to make them more useful and accurate and counters a number of unhelpful but common practices. He provides specific advice for ensuring that the purpose and desired outcomes of surveys are clear, the questions are designed to provide the most relevant and accurate data, and the results are actionable. He also looks at a wealth of specific issues, such as the best benchmarking practices, the benefits of multivariate modeling for analyzing results, the linking of survey data with performance data, the best ways to measure employee engagement, the pros and cons of respondent anonymity, and much more.

"From survey design to actionable analysis, *Employee Surveys That Work* is exactly the resource I would recommend to anyone launching an employee measurement strategy. Alec Levenson's book can help whether you're just getting started, taking your surveys to the next level, or looking to extract more value from your data analysis."

—Caroline Leach, Vice President, Communications, DIRECTV

"An ongoing and deep understanding of your workforce is indispensable to successful talent management strategies. Alec Levenson cuts through survey hype with practical insights and advice for making the most from employee surveys and managing rather than simply measuring employee engagement."

—Per Scott, Vice President Human Resources, Royal Bank of Canada

"At a time when employee surveys tantalize the HR leader with improving engagement, Dr. Levenson convincingly reminds us of the axiom—correlation does not imply causation. A must read for those looking for actionable insight, not simply lots of data."

—Dianne Reece, Region Mgr. Organizational Development Training, FMC Technologies

"Before your organization embarks on another employee survey, read Dr. Levenson's book. Your results will be more accurate and actionable."

—Kara Schillaci, Director, Organizational Management Development, PepsiCo

"Employee Surveys that Work should be required reading for any practitioner who is responsible for ensuring their business gets a good return on their survey investment. In his book, Levenson expertly cuts through the marketplace chatter on engagement surveys, sweeping aside the hype (chapter 2 alone is worth the price of admission!) and providing practical, actionable guidance on how to design, administer, interpret and act on results from organizational surveys. Before you sign your next survey contract with a consulting firm, you have to read this book."

—Tim Hickey, Director HR Strategy and Organization Effectiveness, Exelon

About the Author
Alec Levenson is senior research scientist at the Center for Effective Organizations, Marshall School of Business, University of Southern California. He has worked with a broad range of Fortune 500 and Global 500 companies, including American Express, Amgen, Boeing, Cisco Systems, Exelon, Nestle, PepsiCo, PricewaterhouseCoopers, Royal Bank of Canada, and Sinopec.