



Introduction to nGauge™

Employee Engagement Survey



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Introduction to nGauge™

nGauge™ has been developed specifically for organisations that are looking for:

- an accurate understanding of current levels of employee engagement
- an analysis of variations across teams, locations, length of service etc
- a question set that has been proven across hundreds of survey studies
- external benchmarking against the People Insight norms
- rapid deployment
- exceptional value for money.

Features of nGauge™

nGauge™ is a ready-made employee engagement survey with the following features:

- 45 questions measuring 9 key factors of employee engagement
- with 2 open text questions
- with up to 4 sets of demographic variables to enable results to be shown for different groups.

Clients that commission nGauge™ benefit from our usual high standards of customer service. We will:

- provide you with comprehensive advice on survey communication and incentivisation
- use your logo to brand the survey
- issue e-mail invitations and reminders (full service approach – see below)
- provide live respondent support and query handling (full service approach – see below)
- provide you with real-time response rates
- generate reports within 2 weeks of the survey closing.

Reports are clear and easy to understand, and will include:

- top 10 results, bottom 10 results
- strengths and weaknesses by survey theme
- detailed analysis of results by question
- your overall nGauge™ employee engagement score
- individual datatables showing variations in results by demographic variable
- verbatim written comments sorted by variable
- benchmarking your results against the People Insight nGauge™ norms.

We would be delighted to provide additional services such as feedback presentations and implementation advice if and when these are required.



nGauge™ costs

Because nGauge™ is a ready-made survey, with set up and project support provided by telephone, many of the usual costs of survey design and development are not incurred. We also offer two options for online surveys which can further reduce costs. One is a full service approach where we manage e-mail invitations and reminders, the second is a lower cost option where we provide you with the URL address for the survey which you then issue to staff.

The cost for an nGauge™ survey would be agreed on an individual basis and would take into account volume of participants and survey delivery method (i.e. online or on paper). Client bespoke questions can be added at £50 per question, and additional data variables can be provided at £100 per datatable.

nGauge™ benefits

The benefits of nGauge™ include:

- exceptionally rapid deployment. We can be ready to launch within one week, reports will be with you two weeks after the survey closes
- highly reliable measurement of employee engagement using a suite of validated questions
- external benchmarking against our nGauge™ norms
- tailored to your needs (branding and demographic variables)
- our usual high standards of customer service
- excellent response rates
- reports that get to the heart of the issues and that are easy to understand
- superb value for money.