

Empowering HR excellence.

Hot Topics & Miscellaneous Surveys



The Employers' Association Hot Topics and Miscellaneous Survey Results provides timely and reliable regional data.

2022 EMPLOYEE ENGAGEMENT TOOLS MINI SURVEY RESULTS

The EA would like to thank those individuals and member companies who took the time to participate and provide data for this survey. Data for this survey was collected online and was sent to EA members in May 2022.

A total of **87 EA member companies** participated in our 2022 Employee Engagement Tools Mini Survey.

Stay Interviews

Stay interviews are conducted by employers to identify what current employees are happy with in their job and what keeps them with the organization, as well as what they would improve. This proactive approach allows employers to see what is keeping their employees at their company and what changes they may need to make to retain them.

Do you conduct stay interviews?

20%	Yes
80%	No

If YES, how often do you conduct stay interviews?

5%	Monthly
5%	Bi-Annually
5%	Annually
60%	Periodically (no defined time)
25%	Other, please specify:
	As necessary, certain situations
	30 days, 60 days, 6 months, 1 year
	We are looking to implement them this year
	Implementing this year and plan to do annually
	We informally have stay conversations through career discussions quarterly

If YES, how do you conduct stay interviews?

74%	Face-to-face Interviews (including zoom)
0%	Employee fills out physical form
11%	Employee completes virtual form
0%	Third-party
16%	Other, please specify:
	All the above
	Plan to do face-to-face
	They fill out a form, then we discuss

If YES, do you perceive that stay interviews have helped your organization in retaining talent?

72%	Yes
28%	No

Employee Engagement Surveys

Do you conduct employee engagement surveys?

(If you answer "No", please skip to question #9)

55%	Yes
45%	No

If YES, how often do you conduct them?

0%	Monthly
7%	Bi-Annually
41%	Annually
37%	Periodically (no defined time)
15%	Other, please specify:
	Weekly
	Every 3 years
	Every other year (x 2)
	Annually through a third party and then random in house.
	Once annually and throughout the year when needed on specific details
	Annually for the entire company. Quarterly focus groups and pulse surveys.

If YES, how do you conduct employee engagement surveys?

6%	Face-to-face interview (including zoom)
9%	Employee fills out physical form
53%	Employee completes virtual form
23%	Third-party
9%	Other, please specify:
	Gallop Survey
	Survey Monkey
	On-line survey from Corporate Office
	Use air table - employees can be anonymous or use their name.

If YES, do you perceive that employee engagement surveys have helped your organization in retaining talent?

80%	Yes
20%	No

Exit Interviews

Do you conduct exit interviews when employees leave the organization?

(If you answer "No", please skip the remaining questions and submit the survey)

86%	Yes
14%	No

If YES, how often do you conduct exit interviews?

64%	Employees who are voluntarily leaving
0%	Employees who are being laid off
0%	Employees who are terminated
36%	All employees who leave the organization

If YES, how do you conduct the exit interviews?

59%	Face-to-face interview (including zoom)
11%	Employee fills out physical form
12%	Employee completes virtual form
0%	Third-party
18%	Other, please specify:
	Face to face or call (x 2)
	Face to face and virtual form (x 2)
	Both face to face and filling out a form
	Try to do face to face if not will do Phone
	Whichever they prefer, phone call or physical form.
	Both inperson and written. We have remote employees
	Face to face as well as a form they can email or write out
	Employee fills out a form and conduct face-to-face interview (x 2)
	When we can face to face, but everyone receives a form/link to survey
	Employee fills out form and then HR meets with employee to go over it.
	Either face to face or by phone if they leave before I get to speak to them.

If YES, how do you conduct the exit interviews?

6%	Immediate supervisor of the employee
88%	HR department
2%	Third-party
5%	Other, please specify:
	Executive Director
	The employee's manager or HR - it is the employee's choice
	Depends. Usually the supervisor, but with Covid, nothing is normal. Sometimes I do them and I am the director:)