

Summary of Drake Webinar - Online Client Survey Results

January 2006 Survey: Performance Reviews

Questions					
1. How many employees are there in your organization?	1-50	51-250	251-1000	1001-5000	5000+
% of Respondents	41%	28%	18%	7%	6%
2. Do you believe that your performance review program and career development program is integrated?	Yes	No			
% of Respondents	45%	55%			
3. Is your organization committed to a performance and career development program?	Yes	No			
% of Respondents	77%	22%			
4. Who in your organization is responsible for creating and developing the performance review process?	President	VP/Director HR/HR Manager	Line/ Functional Manager	Employee Supervisor	Other
% of Respondents	19%	58%	10%	2%	10%
5. Do you have well defined and well written top performer profiles for all positions?	Yes	No			
% of Respondents	33%	67%			

6. When recruiting, can you verify new applicant's skills, knowledge and behaviors against your current top performer's profiles? (Select more than one if applicable)	Yes	For Some Positions	No		
% of Respondents	23%	47%	29%		
7. Do you believe your new hires receive enough information and are well educated on organizational and individual performance targets and goals?	Yes	No			
% of Respondents	44%	56%			
8. How important is your current performance review system to your organization?	Very Important	Important	Not Important		
% of Respondents	37%	47%	16%		
9. How clear are your messages to your employees about their performance against targets and goals?	Very clear and part of every day conversation	Clear and communicated usually during annual performance reviews	Clear when there is a performance problem	No clear	
% of Respondents	29%	28%	30%	14%	
10. Does your career and performance development program recognize and reward top talent in your organization?	Yes	No			
% of Respondents	53%	47%			

11. How satisfied are you that your organization has the systems in place to support your employees to be actively involved in improving their own performance and growing their careers?	Very satisfied	Somewhat satisfied	Not satisfied		
% of Respondents	16%	48%	36%		
12. Would you be interested in learning more about how a career and performance development program can help you reduce turnover, increase productivity and attract more top performers to your organization?	Yes	No			
% of Respondents	80%	20%			
13. How would you rate your business need for implementing a career and performance development program?	Immediate	In 3-6 months	In 6-12 Months		
% of Respondents	33%	27%	40%		