



Who we are:

HR Solutions, Inc. has been an Employee Opinion/Employee Engagement Survey specialist since its inception. We are proud to be recognized as the American Hospital Association endorsed provider of these value-added employee survey instruments to the healthcare field. With a majority of our clients in the healthcare industry, we have helped thousands organizations assess and improve their work environment through our employee survey and consulting services and as an AHA member we're here to help you as well.

How we are unique:

- *Fast*—Responsiveness to your questions, expedited delivery of survey results, follow-through and regular communication are all critical elements of delivering considerate, personalized service to our clients.
- *Customized*— We provide individualized attention focused on each client's needs and tailor an Employee Opinion Survey solution to suit those needs.
- *Flexible*— We offer clients multiple survey solutions that are easy to use, fully customizable, offer greater value, and are designed with your goals in mind.
- *Value* — We are not product salespeople. We utilize survey instruments to identify and solve current challenges faced by our clients while maximizing their investment.
- *Relationships* — HR Solutions believes that long term professional partnerships result in happier clients and better business. Our satisfaction is in seeing our client's business grow and knowing that we have been a part of helping them achieve that growth.

What we offer American Hospital Association Members:

HR Solutions offers AHA members their choice of standard or customized survey instruments designed to meet each client's unique Employee Assessment needs. Our survey instruments, regardless of approach, are designed to quantifiably and qualitatively measure employee satisfaction and arm you with knowledge and recommendations to act on the results. Administered online (web), offline (paper & pencil) or a hybrid approach, these instruments are unmatched in the industry today.

- **Comprehensive Healthcare Employee Opinion Survey** — A highly efficient tool to assist healthcare companies in evaluating their current workforce with a focus on recruiting, managing, and retaining talent. The survey is comprised of 80 easy-to-read questions which quantifiably measure 19 key aspects of an individual's employment and one page of verbatim comments to give qualitative employee feedback. Your organization may also choose an additional 60 customized survey items to explore additional topics such as Productivity, Efficiency, Innovation, Mission, Alignment, Employee Recognition, etc.

What we offer American Hospital Association Members (continued):

- **Short-Form Healthcare Employee Opinion Survey** — Ideal for companies who elect to continuously monitor their workforce to keep abreast of what is important to them and the organization. It is composed of 40 questions with two written comments, and allows your organization to choose an additional 40 customized survey items. The survey quantifies measurement of 10 key aspects of an individual's employment.
- **HR Solutions' Sweet 16™ Employee Engagement Survey** — Consists of 16 survey items and measures 4 key aspects of an employee's engagement within the organization: Commitment, Motivation, Sense of Purpose, and Passion. The instrument allows your organization to select an additional 20 customized survey items (optional).

Robust Action Planning and Reporting Solutions:

HR Solutions offers clients flexible, technically advanced reporting solutions. Access to syndicated or customized ad-hoc reports and charts provides managers with an online action planning system, empowering them to identify key drivers of employee satisfaction and make faster and better decisions.

With HR Solutions' dynamic reporting capabilities, clients are able to integrate multiple data sources (e.g., employee, patient or physician survey results) to compare gaps and alignments. Additionally, we maintain the largest national normative database of healthcare and non-healthcare employee opinion results which allows for benchmarking of survey results at division, department, or work group levels versus peer groups and other industries. At HR Solutions, we believe a big-picture view of survey results allows for more effective post-survey action planning.

Actionable Results:

We recognize that the execution of a survey alone will not result in change. Rather, it's the analysis of results leading to actionable findings and viable recommended solutions that matter. With a focus on measurement and improvement, HR Solutions' clients achieve a collective 20% increase on overall job satisfaction scores, from the first survey to the second. In addition:

- More than 50% report improvements in employee retention and customer satisfaction.
- 33% report higher productivity.
- 28% report improvements in employee advocacy.
- 27% improved status as a "great place to work."
- 27% report increased profitability.
- 25% report decreased absenteeism.

HR Solutions: Your AHA partner for positive change. Our goal: Turning Data Into Action™.

Please visit www.hrsolutionsinc.com or call **312-236-7170** to learn more about HR Solutions. Our focus is to assist your healthcare organization bring about positive change and support its mission of providing high quality healthcare. We enable our clients through Employee Engagement, Healthcare Quality Assessment, Exit Interview, Benefits and 360 Degree Feedback surveys.

For more than 100 years, the American Hospital Association has been a powerful symbol of quality. AHA Solutions, a subsidiary of the AHA, awards the AHA endorsement only to products and services that help hospitals achieve organizational excellence. Healthcare organizations that select AHA-endorsed products support the AHA's efforts on behalf of the nation's hospitals. AHA Solutions is proud to reinvest its profits in the AHA's mission: creating healthier communities.

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