You’ve read the articles and heard the arguments: you need data to make good business decisions. A quip from Jim Barksdale, former CEO of Netscape, best sums this up: “If we have data, let’s look at data. If all we have are opinions, let’s go with mine.”¹ The right decisions backed with good data can support your business in ways a “good hunch” never could.

Data is a powerful tool for making good business decisions. It can help you clearly see where you should prioritize your resources and focus your attention. That’s why ADP TotalSource® offers two unique survey opportunities as part of your company’s benefits strategy planning. One is for you (as the business leader) to complete, and one is for your employees to complete. Both surveys are short, and the focused questions provide powerful information to help you and your ADP TotalSource Human Resource Business Partner (HRBP) determine the best approach for your 2017–2018 benefits enrollment. And if you miss the opportunity to complete these surveys this fall (September/October), you’ll have another opportunity in January 2017, so you can use the data for your benefits planning.

2017 Organizational Fitness Survey

While sales, industry and competitor data can help you make better business decisions, where do you start to get meaningful data that can help you make better HR decisions? ADP TotalSource can help with the 2017 Organizational Fitness Survey. With just 10 focused yet powerful questions, we can help you identify business insights that can determine how to keep your benefits costs in line with your business outlook – without sacrificing the quality of your plan.

The survey captures information about your outlook on business conditions, benefits priorities and benefits costs. These interrelated questions will help you and your HRBP develop a plan that enables your business to grow and your people to thrive. Even if you took the survey last year, you’ll want to take it again this year; it’s a good way to focus on your benefits priorities for the coming year.

The Organizational Fitness Survey also gives you the opportunity to opt-in to the 2017 Employee Benefits Satisfaction Survey. This survey gives you insights into employees’ communication preferences and how your employees view your benefits program. Again, we encourage you to take advantage of this important tool.

2017 Employee Benefits Satisfaction Survey

Your benefits program is an important investment that you make in your employees – it can help you attract, retain and engage the talent you need to make your business successful. And studies show that a good benefits program can help you stand out from your competitors, which is important in today’s job market. With your benefits program playing such a critical role in your business, it’s time to ask yourself whether your employees understand and value the programs you offer.

Improve Your Decision-Making with Data

The ADP TotalSource 2017 Employee Benefits Satisfaction Survey is designed to help you understand:

- How well your current benefits program is meeting the needs of your workforce
- How well your employees understand their current benefits options
- What tools and resources your employees want to help them make good benefits decisions

The survey has been retooled for this year. There are fewer survey questions, and the questions are easier for employees to understand. Once the survey has closed, you’ll have access to your employees’ feedback, and you and your ADP TotalSource HRBP will review it during your Benefits Enrollment Consultation in March–April 2017. These results can help us identify what benefits your employees value most, as well as the best communication methods to reach your employees and help them make good benefits decisions.

When you pair the Organizational Fitness Survey with the Employee Benefits Satisfaction Survey, the results provide you with powerful data to make critical benefits decisions for next year that are specific to your organization’s needs and objectives.