

New Berlin HR Committee (NBHRC)

September 9 Focus Group Results

Raw Data Overall Ranking of 7 Proposed Startup Programs: (Lowest Score = Highest Rank)

1. Reduced Prices: 1+4+3+2+1+4+1+1+1+1+2+5=26
2. Training: 1+2+2+4+7+1+2+1+1+3+1+3=28
3. Assessment Center: 2+6+2+3+3+2+4+3+3+5+3+4=40
4. Dedicated Talent Pool: 6+5+4+7+5+5+1+2+5+4+6+1=51
5. Bulletin Board: 3+2+6+4+4+3+6+7+4+3+4+7=53
6. Central HR Team: 5+6+1+1+1+7+6+6+7+4+7+2=53
7. Help Desk: 7+7+7+5+4+6+7+5+5+7+5+6=71

Items that were Demand Item #1 by at least one respondent:

1. Reduced Prices: 50%
2. Training: 42%
3. Central HR Team: 25%
4. Dedicated Talent Pool: 17%

Items that were in Top 3 for at least one respondent: All except Help Desk.

Items ranked "Last" by at least one respondent: All except Assessment Center & Reduced Prices.

Most Burning Issues in Next 12 months...

- ✓ Communication within Company
- ✓ Health Insurance
- ✓ Attracting Quality Entry Level Employees
- ✓ Retaining Quality Entry Level Employees
- ✓ Economy: Doing more with Less
- ✓ Integrating Technology into Work Environment
- ✓ Forecasting, Reading and Coping with Change
- ✓ Wages & Compensation
- ✓ Keeping Updated in Legal Changes, including HIPAA
- ✓ Maintaining a Safe Work Environment
- ✓ Bus Transportation Issues
- ✓ Process Improvements
- ✓ Gaining Buy In from Employees/Communicating Change with regard to Process Improvements

Where seeking Part-time or Outsource Assistance?

- ✓ Process Improvements to Improve Profit Margin, e.g. Lean Manufacturing
- ✓ Information Technology: Daily Troubleshooting and Setting up Databases
- ✓ Supervisory Training: Performance Mgmt & Balancing Organizational w/Individual Objectives
- ✓ Reference Checking: Better Information and within Legal Compliance
- ✓ All Types of Training: Listening Skills, Safety, Leadership, Teambuilding, etc.
- ✓ Pre-Employment Screening, Assessment, Profiling & Testing

Training Budget Poll:

- 17% of respondents have received a Training Budget Increase this year.
- 0% of respondents have received a Training Budget Decrease this year.
- 100% of respondents believe their Training Budget is insufficient.