

Introduction

The employee screening can be used to anonymously gain important insights into the motives and values of a large number of people. The overall evaluation shows which emotional and motivational similarities the participants have.

Advantages of employee screening

The screening is particularly suitable for certain interest groups, professional groups, large company divisions or entire companies. It shows which motivational characteristics are shared by many employees and thus enables targeted measures to increase motivation and loyalty, as well as providing support for personnel development and management.

Implementation

- Number of participants: You will receive reliable results from 50 people with the full version of the LUXXprofile and from 200 people with the short version (Motivation Survey).
- Specific evaluations: With sufficiently large groups, evaluations can also be created for subgroups such as gender, age or occupational groups.

Employee screening process

1. Preparation:
 - Clarification of the objective with the client
 - Involvement of the works council
 - Informing employees the study, use of the results, data protection and the overall process
2. Implementation:
 - Definition of additional questions according to the objective of the motivation analysis, e.g. on employee satisfaction, the experience of culture and leadership, etc.
 - Ensuring anonymity
 - Personal invitations with participation link, all participants use the same link to ensure anonymity
 - Survey period: Three weeks
3. Evaluation:
 - Calculation of the result values for the study hypothesis and research question
 - Graphical processing of the results

Results and measures

The data obtained is analyzed and processed according to similarities and differences with regard to the motivation of the participants and the correlation of motivation with the additional questions (initial questions).

Examples from studies carried out:

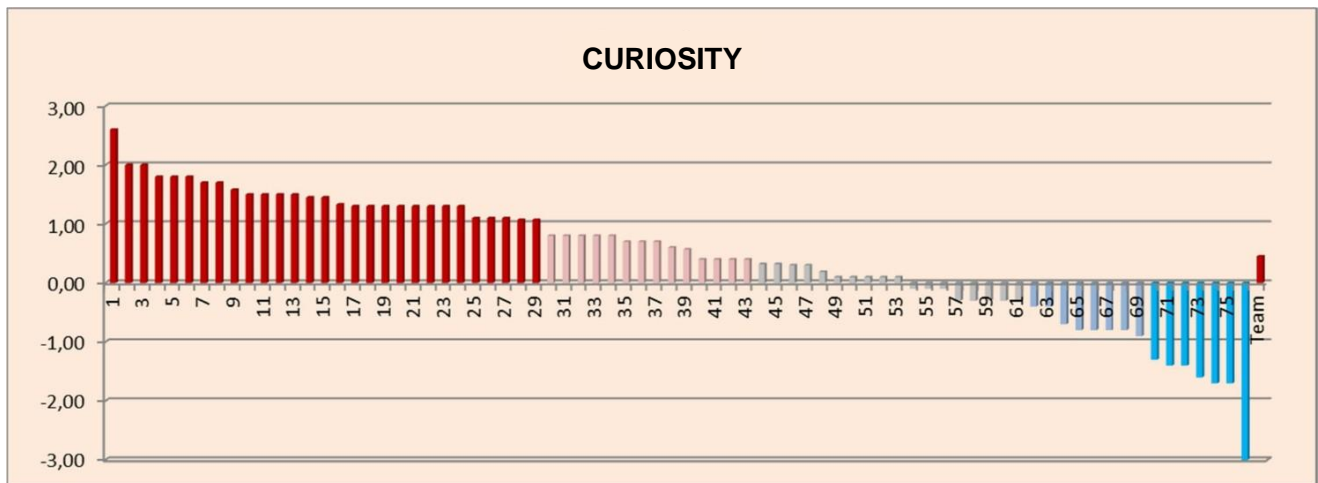


Fig. 1: Screening results for a group of 76 employees for the motive CURIOSITY. It is immediately apparent that acquiring knowledge and gaining insight is an important motivator for over 60% of employees.

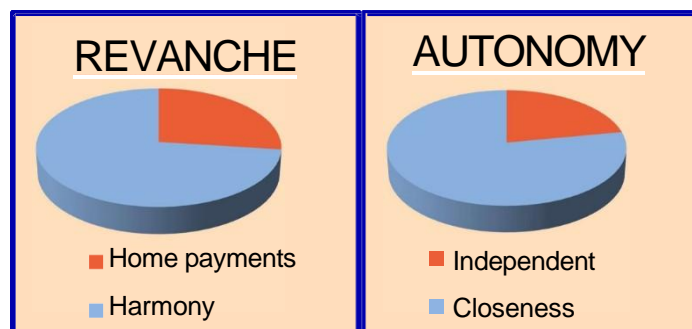


Fig. 2 shows the importance of harmony and emotional connection for a group of 110 employees in a company.



Employee screening: Analyzing motives & values

Deriving measures

The content of the results is evaluated with a view to the company's objectives.

Once all the results have been evaluated and processed, a workshop is held with the decision-makers in which the results are jointly analyzed and conclusions are drawn.

Experience has shown that the LUXX results make it easy for the company to derive specific measures to achieve the targets and subsequently implement them within the company.