

HR Metrics Survey Frequently Asked Questions (FAQ's)

1. Who is conducting this survey?

This survey is being conducted by the Employers Association Development Group (EADG). The EADG is a group of employers' associations from across the United States that has joined together in an effort to provide quality products and services that can be benefit participating associations and their members.

2. Why is my association participating in this survey?

By encouraging its members to participate, your association helps to ensure that the results of the overall survey provide valid data breakouts for many industries, company sizes and geographic regions.

3. Why would I want to participate in this survey?

As Human Resources has transformed from an administrative, compliance focused, transactional function to an equal business partner, the ability to report on HR initiatives in business impact terms has grown. The results from this survey will enable participating companies to benchmark in business impact metrics.

4. Why were these metrics selected?

While each organization should select metrics which best report the impact of HR on their own key business performance goals, there are some metrics which are most frequently used. This survey focuses on those metrics.

5. How do I complete the online survey?

The questions surrounding this survey are designed to be completed through the use of HR metric calculators that can be accessed via this website. It is important to note that the calculators operate on two-levels. First, the calculators will calculate the results based on the data supplied into them (based upon the formulas that have been created). HOWEVER, second, once the results have been compiled, the user MUST "submit" the results into the calculator in order for the results to be collected and stored into the database. In other words, failure to hit the "Submit Results" button after using a calculator will not store the results for tabulation in the survey.

6. Why doesn't the calculator just automatically store the results after a calculator has been used? Why were the calculators designed so that I have to hit the submit button as well?

From a company standpoint, HR Metrics are only as good as the available benchmarks that a company uses when comparing its own information. As this survey's objective is to furnish companies with those benchmarks, it places a premium that the data submitted for

benchmark consideration are as accurate and valid as possible. However, in the evolving field that is HR metrics, the EADG recognized that some HR professionals may not be completely certain as to whether they are utilizing the appropriate data sources while running the calculators and developing their own particular metrics and further may not be confident in their results until they see their own results first.

Thus, the “submit” button feature operates as a further safeguard for the benefit of users against data automatically going into the benchmarking results that the user determines is questionable or not valid. *A company’s HR Metric calculation should only be submitted for survey benchmarking consideration if it was based on data that was compiled in accordance with the definitions described on this website.*

7. Is there data that I should collect prior to completing the online survey?

Yes. To respond to these questions accurately and efficiently, it is recommended that you click on the “Definitions” link located on the left side of the homepage for further details on the type of information that you will need to complete these metric questions. We suggest that you gather this information prior to starting this survey. Most of the information you will need to complete this survey will come from your organization’s *human resource department budget* and *financial reports* as well as the *financial operating report for the entire business unit*.

8. What should I do if I cannot finish the survey all at one time?

Your input can be saved so that you can finish it at a later time.

9. Who will have access to my data?

The survey coordinator from the EADG along will be the only individuals to review single data. Other participants and associations, like you, will only see summary results.

10. Is there a way to ensure that only accurate data is submitted?

Yes—the survey itself is designed to recognize unusual or “not within range” data. The survey coordinator will follow up with the submitting company to verify any unusual information or it will not be included.

11. How long will the EADG be collecting data for this survey?

Data will be collected beginning in January 20, 2010 until February 26, 2010.

12. When will the survey information be available?

Results are scheduled to be released sometime in April, 2010.

13. Who should I contact if I have difficulty completing the survey?

Please contact your survey contact representative from your local participating employers association or a member of the EADG via the "Contact Us" page on this website.