

Human Capital Measurement Solutions



Human Capital Measurement Products

New Employee Attachment

The most critical workforce measurement to reduce attrition & increase performance of new employees.

Patent Number: 2008100458

Team/Organisation Engagement & Climate

Measure the engagement levels and specific drivers that influence behaviour and performance in your team and organisation.

Employee Transitioning

Measure the perceptions of transitioning employees. What Detachment influencers are present and the difference in manager verse employee perceptions.

Individual Personality Types & Team Profiling

We are accredited to administer a full range of personality type diagnostic tools.

Leadership Behaviour

We are accredited to administer a full range of leadership behavioural diagnostics.

AFFORDABLE SOLUTIONS THAT WORK FOR YOUR BUSINESS

Sork HC is a leading provider of people measurement solutions for Australasian businesses.

We ensure that we provide measurement solutions that meet the specific needs of your business.

Our recommended Human Capital Essentials include the **New Employee Attachment Report**, the **Team/Organisation Engagement & Climate Report** and the **Transitioning Employee Report**. These tools ensure your organisation is measuring the key Human Capital Pipeline stages.

Our products can be used by individual managers or as part of an organisation wide initiative.

Using either an individual tool or a powerful combination, you ensure your organisation is aware of your human capital and its impact .

Designed to be used by small, medium and large organisations, our clients range across all industries and include both public and private sectors.



WWW.SORKHC.COM.AU

T: +61 2 9344 7589 E: HCinfo@SorkHC.com.au ABN: 68127386341

New Employee Attachment

The way a manager influences the perceptions of a new employee during the **Critical Attachment Period (CAP)** impacts the level of Attachment achieved and the resulting impact on the "Risk of Attrition" and "Discretionary Effort & Performance".

The CAP for a new employee is the **first 120 days** of employment and includes the phases of **Attraction, Recruitment, Pre-Employment and Induction**.

Most employees who leave within the first 18 months are often labelled by their managers as unsuitable or unavoidably lost. Most of the time this is not the case. Usually this has occurred because of either poor recruitment or poor Attachment.

Too many organisations have lost both talent and money because they have failed to understand the Employee Attachment Phenomenon and manage the Critical Attachment Period effectively.

Our unique business tool **empowers managers** and organisations to understand, manage and take targeted action to ensure they are achieving high levels of Attachment from their new employees.

By using this unique business tool your organisation will ensure you don't lose people for the wrong reasons. You will **enhance new employee performance** through achieving increased **discretionary effort**.

The cost of Attracting, Recruiting, Inducting and On-Boarding a new employee is in excess of \$100,000 in direct and indirect costs.

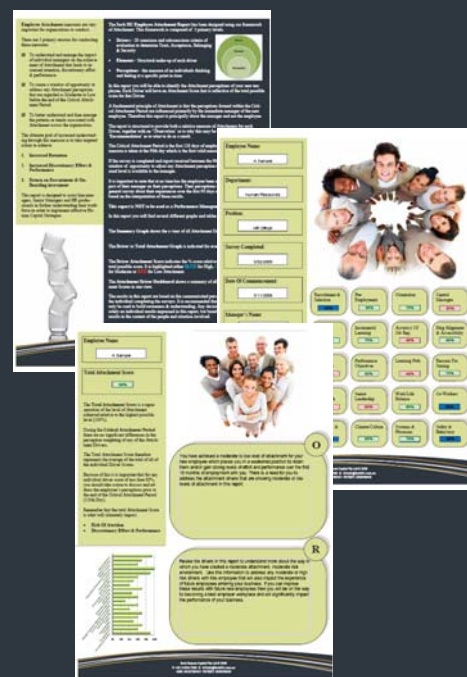
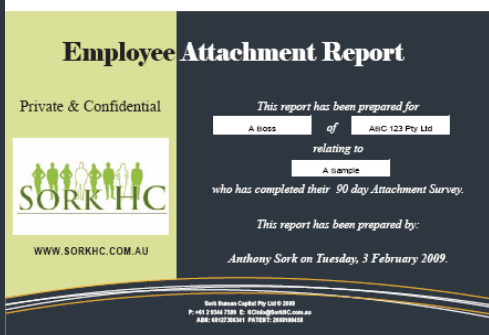
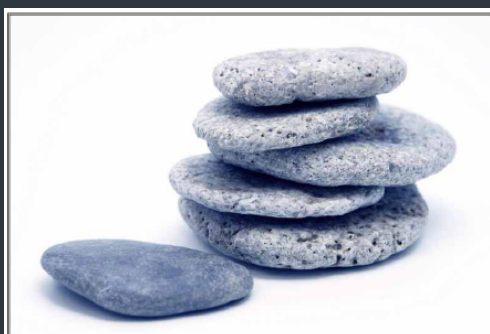
This unique business tool ensures you **protect your people investment** and importantly create a workforce that achieves its potential.

Your organisation cannot afford to leave your people investment to chance."



Attach - Retain - Perform

- The **Critical Attachment Period (CAP)** is the first 120 days of employment.
- There are 20 core "Drivers" of Attachment which impact the perceptions of **Security, Trust, Acceptance & Belonging**.
- The first valid measure of Attachment can be taken at the 90th day of employment.
- A **window of 30 days** is created to correct or shift Attachment perceptions.
- Attachment is most significantly impacted by the immediate manager (over 80%).
- In measuring the perceptions of the employee, we report on the impact of the manager.
- Attachment levels impact the **Risk of Attrition, Discretionary Effort & Performance** during the first 18 months of employment.



Our process is designed to be simple & low impact for our clients. No software is required. Surveys & Reports are distributed by email only.

1. You make your request either via email: HCinfo@SorkHC.com.au or via our website www.SorkHC.com.au prior to the 90th day of employment.
2. Unique survey link sent to employee at the 90th day of employment.
3. Survey completed and report produced within 48 hours
4. Report sent to the nominated person - either the Manager or HR representative.

All reports are accompanied by our Exploration & Action Plan document that can be used either independently by a manager or together with HR support.

Many of our clients also take advantage of the trend reporting available with this tool. Call or email us today to discuss how you can use this critical business tool in your business.