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**SPEM Communication Group,
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What does it mean to be satisfied with your job?

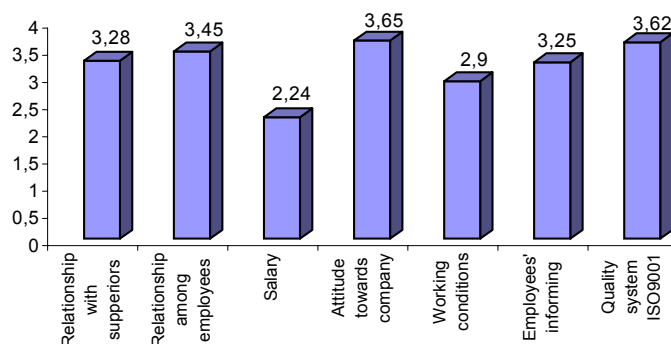
Usually, the first criteria when it comes to employees' job satisfaction with their working place is salary, then vacation, recourse and the feeling that the company »stands well«.

That was the definition of employees' satisfaction in many Slovene companies.

How much of their potential satisfied employees really exploit?

To what extend factors such as availability of information, open communication, rewarding special achievements, management attitude towards employees and personal growth and development increase job satisfaction?

Mean values concerning employees' satisfaction in Slovene companies, by different topics



SPEM, 1999

Would you like to know how satisfied are your employees?

To help you and to give you professional support, company SPEM Communication Group has developed a tool for measuring employee satisfaction called ORGANISCOPE.

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ORGANISCOPE



Organiscop

is an exceptionally adaptable and professionally designed tool, which enables a clear and simple insight into factors influencing employees' satisfaction with their working place.

Besides this, it also emphasises the assessment of ways of communication as a key to establish appropriate relations among the employees, and above all, relations among employees and management.

Organiscop

consists of three parts:

general data

employees' personal aspirations;

**employees' satisfaction with their working place
relationship with superiors, relationship
among employees, working conditions,
attitude towards
the company, salary, the quality system,
employees informing...;**

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ORGANIS COP



Organiscop

is an unique tool of SPEM Communication Group
for measuring the internal climate of a company.
It is a result of many years of research experiences and
knowledge on internal communication.

Its name comes from key elements such as:

organisation

*understanding of company's organisation and
its basic valid rules;*

to scope

*to examine, to investigate, to get insight
deep into the foundations.*

The essence of **Organiscop** is a research
that enables

to determine the employees' satisfaction,
to enable employees to better fulfil their obligations,
to support management at further decisions,
to determine starting points for communication
with employees...

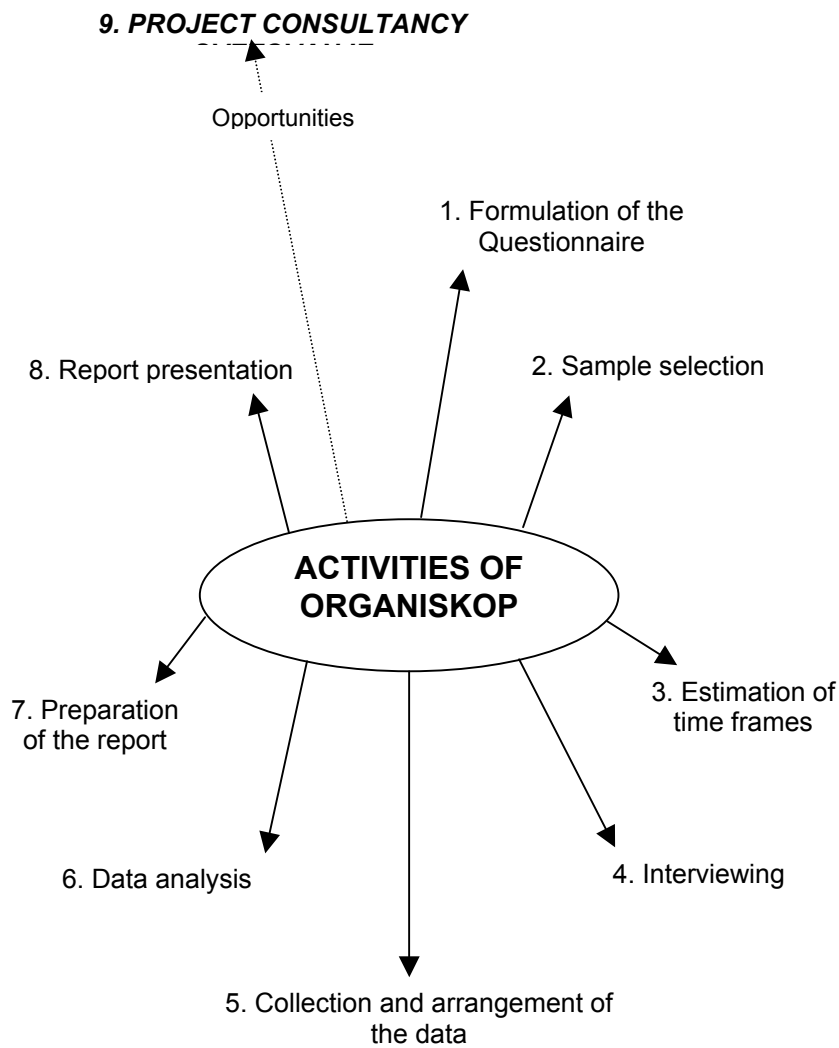
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***To ensure quality SPEM Communication
Group offers you a variety of support
services by experts with access to
international experiences and knowledge.***

ORGANIS COP



Organiscop

offers the opportunity for employees to systematically inform management of what should be changed

in the following fields:

working conditions,

job evaluation,

access to information,

important information barriers,

relationship with superiors.

So employees with the help of **Organiscop** can intervene by offering managers the possibility to detect changes and react to them, as well as, to answer

to opportunities given by changes in:

ways of communication,

perception,

values,

mentality,

demands of the consumers.

***Employees create 2/3 of
perception of the company!***

Tom Peters

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Organiscop

Allows company managers an insight into the influential factors on their employees' job satisfaction.

Therefore, it enables management to find weaknesses in relationships with their inferior employees and colleagues.

Detected weaknesses offer an excellent opportunity to improve managers' leadership abilities.

SPEM Communication Group has also prepared a complete education program including workshops with education leaders, in order to deal with any possible weakness found by **Organiscop**.

Other advantages of **Organiscop** are: price accessibility, its wide usage, it is adaptable to company's needs, it offers a quantitative measure, progress measuring, results can be compared with other Slovene companies ...

Perception is all there is!

Tom Peters

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