

# Creating an Enabling HR Service

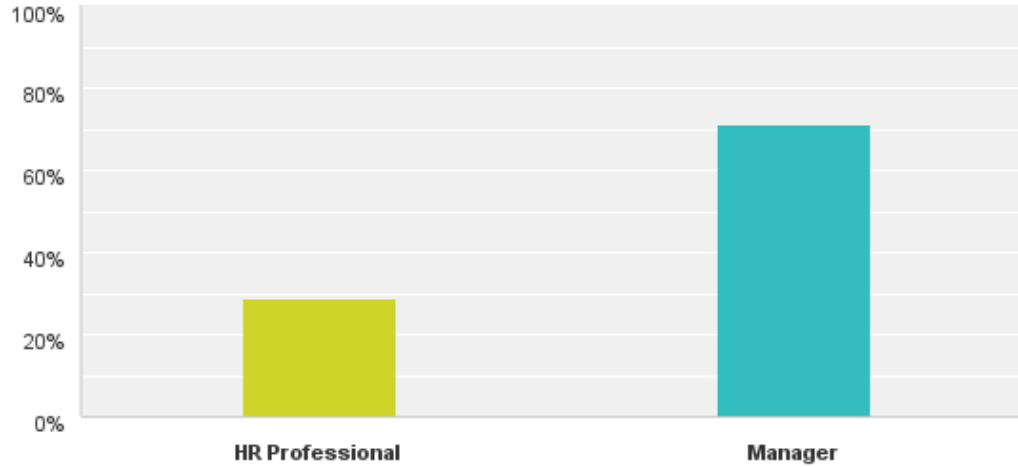
# 71

Total Responses

Complete Responses: 52

# Q1: What is your role in people management?

Answered: 69 Skipped: 2



# Q1: What is your role in people management?

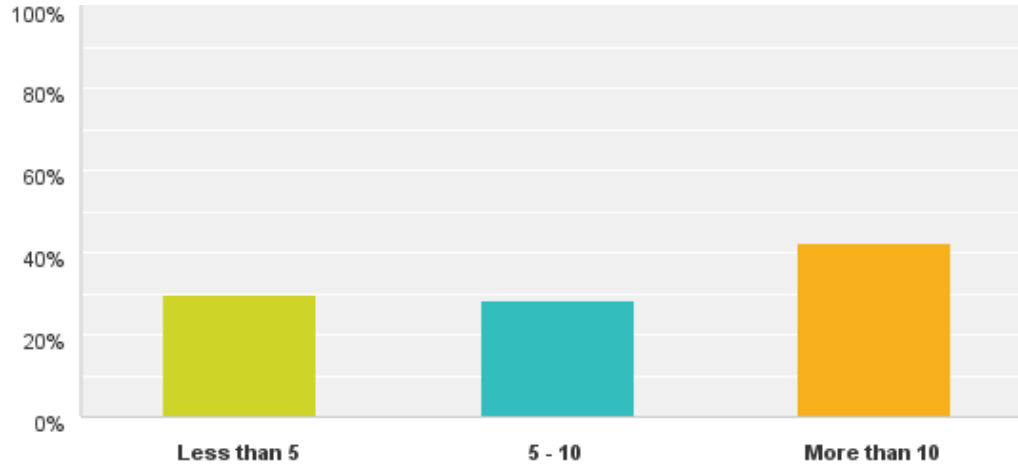
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Answered: 69 Skipped: 2

Answer Choices	Responses
HR Professional	28.99% 20
Manager	71.01% 49
<b>Total</b>	<b>69</b>

## Q2: How many people do you manage?

Answered: 71 Skipped: 0



## Q2: How many people do you manage?

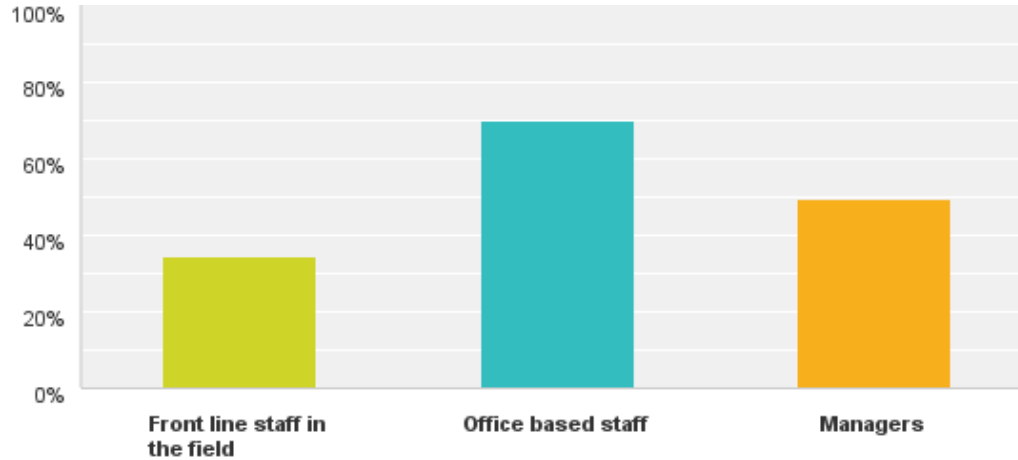
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Answered: 71 Skipped: 0

Answer Choices	Responses	
Less than 5	29.58%	21
5 - 10	28.17%	20
More than 10	42.25%	30
<b>Total</b>		<b>71</b>

### Q3: What categories of people do you manage? Select all appropriate options

Answered: 67 Skipped: 4



### Q3: What categories of people do you manage? Select all appropriate options

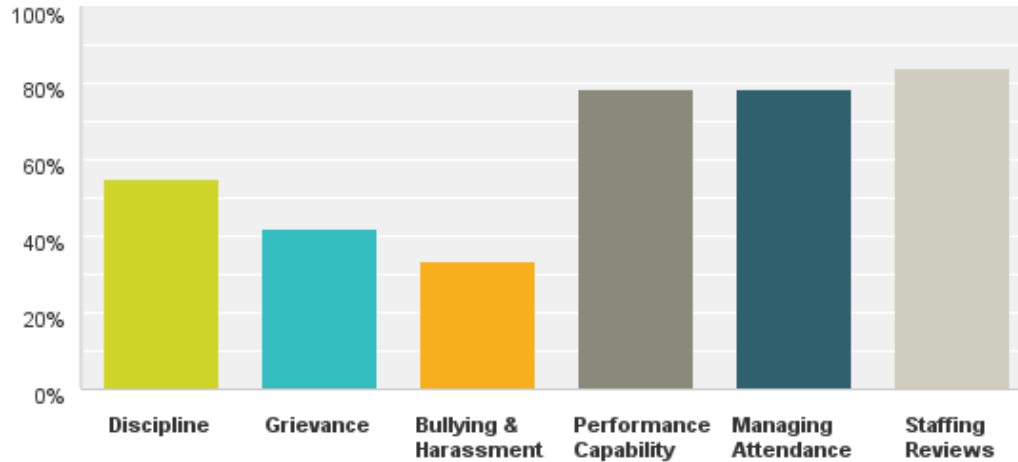
Answered: 67 Skipped: 4

Answer Choices	Responses	
Front line staff in the field	34.33%	23
Office based staff	70.15%	47
Managers	49.25%	33
<b>Total Respondents: 67</b>		



## Q4: Which of the following topics do you deal with on a regular basis? Select all appropriate topics

Answered: 69 Skipped: 2



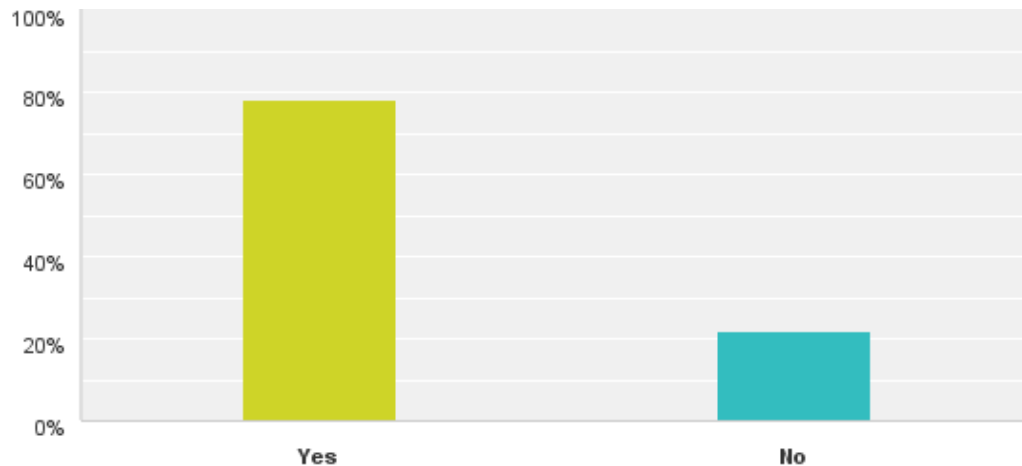
## Q4: Which of the following topics do you deal with on a regular basis? Select all appropriate topics

Answered: 69 Skipped: 2

Answer Choices	Responses	
Discipline	55.07%	38
Grievance	42.03%	29
Bullying & Harassment	33.33%	23
Performance Capability	78.26%	54
Managing Attendance	78.26%	54
Staffing Reviews	84.06%	58
<b>Total Respondents: 69</b>		

## Q5: Have you received training in your current organisation to deal with people management issues?

Answered: 69 Skipped: 2



## Q5: Have you received training in your current organisation to deal with people management issues?

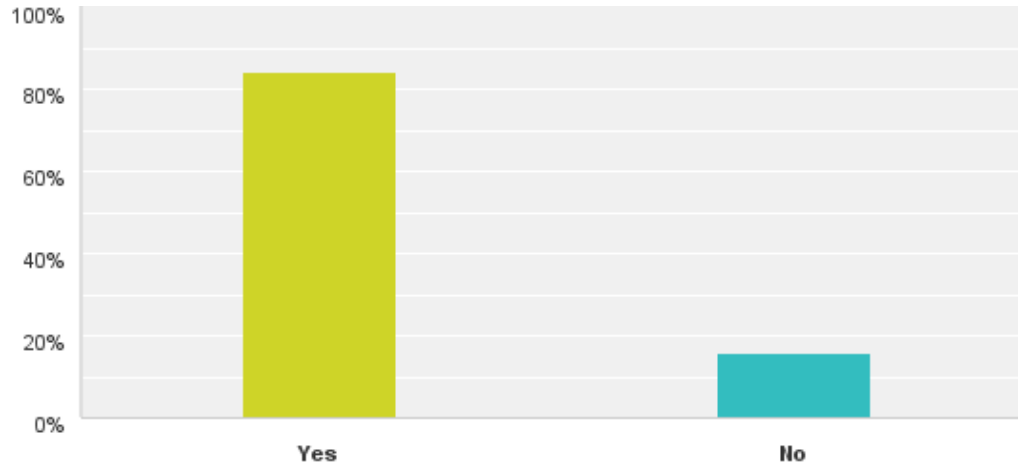
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Answered: 69 Skipped: 2

Answer Choices	Responses
Yes	78.26% 54
No	21.74% 15
<b>Total</b>	<b>69</b>

## Q6: Did the training equip you to deal with people management issues?

Answered: 63 Skipped: 8



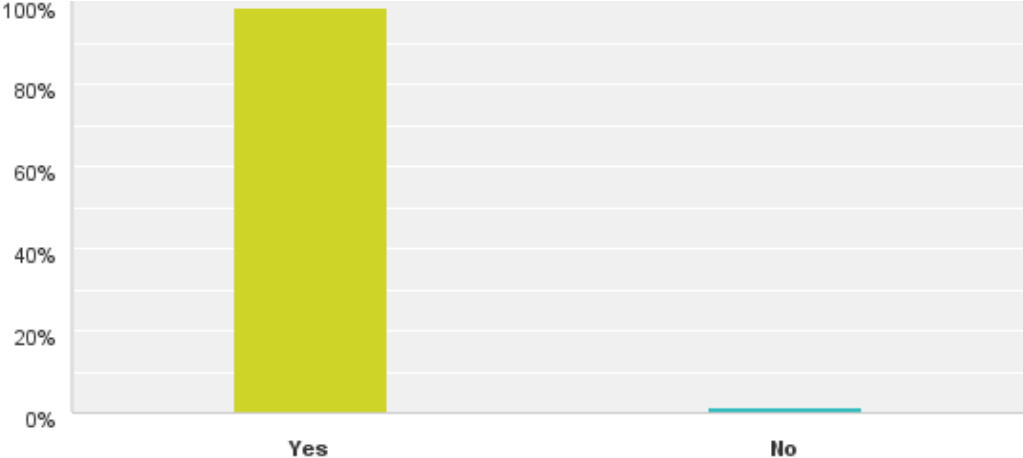
## Q6: Did the training equip you to deal with people management issues?

Answered: 63 Skipped: 8

Answer Choices	Responses
Yes	84.13% 53
No	15.87% 10
<b>Total</b>	<b>63</b>

# Q8: Do you know how to access HR policies and procedures?

Answered: 68 Skipped: 3



## Q8: Do you know how to access HR policies and procedures?

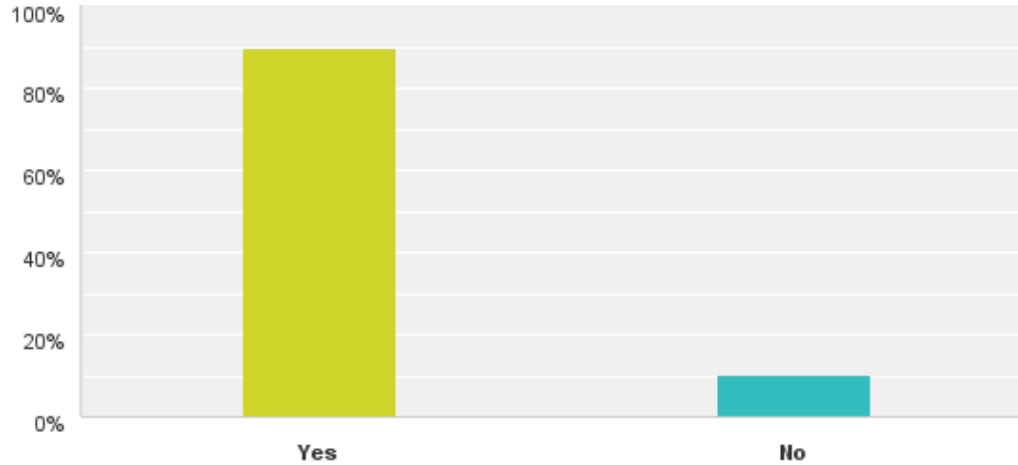
Answered: 68 Skipped: 3

Answer Choices	Responses
Yes	98.53% 67
No	1.47% 1
<b>Total</b>	<b>68</b>



## Q9: Are they easy to follow?

Answered: 68 Skipped: 3



## Q9: Are they easy to follow?

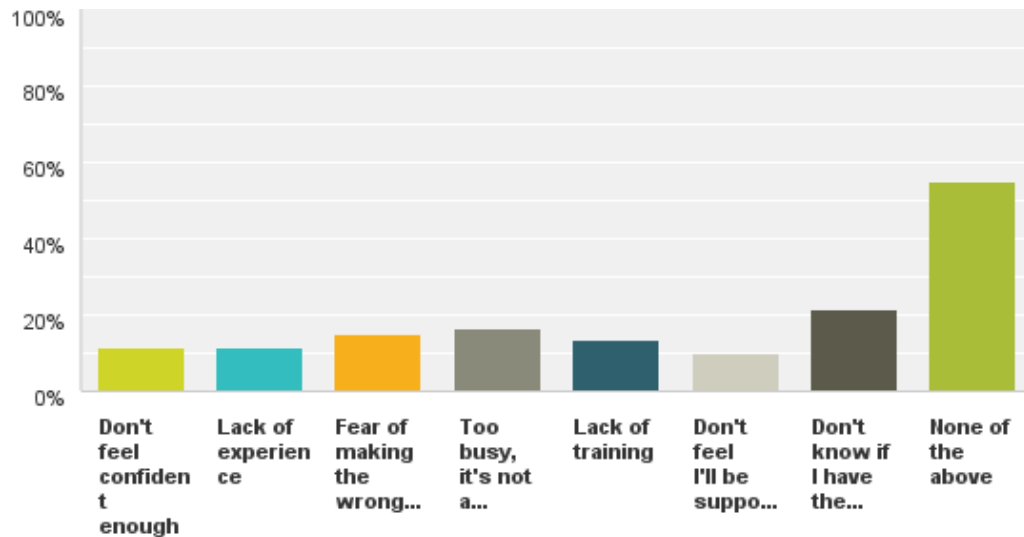
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Answered: 68 Skipped: 3

Answer Choices	Responses
Yes	89.71% 61
No	10.29% 7
<b>Total</b>	<b>68</b>

# Q11: What, if any, of the following prevents you from taking action at the appropriate time?

Answered: 60 Skipped: 11



# Q11: What, if any, of the following prevents you from taking action at the appropriate time?

Answered: 60 Skipped: 11

Answer Choices	Responses	
Don't feel confident enough	11.67%	7
Lack of experience	11.67%	7
Fear of making the wrong decision	15.00%	9
Too busy, it's not a priority	16.67%	10
Lack of training	13.33%	8
Don't feel I'll be supported by my manager	10.00%	6
Don't know if I have the authority to take action	21.67%	13
None of the above	55.00%	33
<b>Total Respondents: 60</b>		