Your workers might be trying to tell you something. Employee dissatisfaction could leave you vulnerable to union-organizing efforts, and unless you’re asking the right questions, you might not find out until it’s too late. You need a good line of communication with your workforce.

Fisher Phillips provides surveys, training, and HR consulting services designed to help you gauge whether your employees are dissatisfied with the workplace; knowing this information could help you determine whether your organization is vulnerable to a union organizing effort.

**Survey Scope**

By working with our professional HR consultants, you can use neutral surveys to find out about the satisfaction (or dissatisfaction) that your employees feel in eight categories:

1. Company & Management Image
2. Job Image
3. Performance Feedback & Rewards
4. Compensation & Benefits
5. Communications & Problem Solving
6. Job Environment
7. Work Group Image
8. Supervision

**Feedback Sessions**
Once the surveys are complete, the neutral HR consultants will work with you to arrange meaningful employee feedback sessions, and create actionable reports to help you mitigate any potential trouble brewing within the workforce. The employee feedback sessions are designed to give your employees a voice in what the company is doing. This process helps employees to understand that your company cares about what they think and want. You then are in a position to take action in the areas in which employees have displayed dissatisfaction, helping to ward off disruptions such as organizing activity.

**Benefit of Surveys**
You will find the survey results to be invaluable. They will determine your vulnerability to unionization by identifying your organization’s strengths and weaknesses, as well as the causes of any productivity problems. This will help reveal training and orientation needs, while also helping your managers improve their communication skills and understand their effectiveness. We’ve found that the survey process increases your employees’ commitment to change while reducing the negative reactions to management-imposed changes.