

Summary of Drake Webinar - Online Client Survey Results

November 2005 Survey: Workforce Planning

Questions						
1. How many employees are there in your organization?	0-10	11-50	50-100	100 -1000	1000+	
% of Respondents	17%	29%	19%	26%	9%	
2. How many locations do you have?	1	2-10	11-100	>100		
% of Respondents	52%	29%	10%	9%		
3. Do you have a workforce planning process that assists your company in tracking and managing employee absenteeism?	Yes	No				
% of Respondents	47%	53%				
4. How do you track absences within your workforce?	Manually	With a spreadsheet	With specialized software	Externally		
% of Respondents	43%	24%	31%	2%		
5. Which best describes your experience with tracking scheduled and unscheduled absenteeism?	Works smoothly	Works OK but takes too much time	A constant headache			
% of Respondents	37%	42%	20%			
6. How do you handle vacation scheduling?	Manually	With a spreadsheet	With specialized software			
% of Respondents	41%	38%	21%			
7. Which best describes your experience with scheduling vacations?	Works smoothly	Works OK but takes too much time	A constant headache			
% of Respondents	45%	38%	17%			

8. Do you know how much unscheduled absenteeism is costing you today?	Yes	No				
% of Respondents	27%	73%				
9. How much warning does HR get for your company's recruiting needs?	HR has a long-term forecast for strategic areas	HR sees the next years recruitment needs as part of annual business planning	HR is generally given adequate lead time	HR is usually informed at the last minute		
% of Respondents	7%	9%	21%	64%		
10. Do you feel it is necessary to look more than a year ahead in workforce planning?	Yes	No				
% of Respondents	64%	36%				
11. If you are interested in learning more about how Drake's Workforce Planning experts will audit, analyze and develop an end-to-end solution to proactively plan and manage your workforce needs, please indicate.	Yes	No				
% of Respondents	24%	76%				
12. How would you rate your business need for implementing a Workforce Planning solution?	Immediate	In 3-6 Months	In 6-12 Months			
% of Respondents	12%	37%	51%			

Online Client Survey Highlights

November 2005: Workforce Planning

Of the respondents who completed the online survey:

- **53% do not have a workforce planning process that tracks and manages employee absenteeism**
- **44% manually track absences within their workforce**
- **40% manually track vacations within their workforce**
- **45% describe their experience with tracking absences as o.k. with the need for improvement**
- **37% describe their experience with tracking vacations as o.k. with the need for improvement**
- **63% stated that HR is usually informed about recruiting needs at the last minute**
- **63% feel it is necessary to look more than a year ahead in workforce planning**
- **72% do not know how much unscheduled absenteeism is costing today**