**Employee Assessment Survey**

Student’s Name

University Affiliation

Course Code

Instructor’s Name

Assignment Due Date

**Walt Disney’s Employee Assessment Survey**

Hello Everyone!

**Survey Introduction.**

Disney has decided to conduct a companywide employee assessment on various aspects that will enable the company to ensure the best working conditions in the future. Therefore, the company management requests you to participate in this crucial initiative assessing your operations competencies. Disney wants to analyze your feelings, thoughts, and opinions that will help the company's future success path by bridging any knowledge or resource gaps. Kindly take your time and fill the electronic survey form attached to this email. You are required to survey within 48 hours from the time you receive this mail without failure. We guarantee you that your responses are confidential, and they will be used for your good as our employee and that of the Walt Disney Company.

|  |
| --- |
| **C:\Users\USER\Desktop\Rassmussen\Deliverable 4 Strategic Management\Disney Logo.pngWalt Disney Employee Assessment Survey** |

1. Are you happy to work in this company? With ultimate honesty, tick the check box on the right choice.

|  |  |
| --- | --- |
| Strongly Agree |  |
| Agree |  |
| Neither Agree or Disagree |  |
| Disagree |  |
| Strongly Disagree |  |

Top of Form

2. How would you rate your understanding of the following ERP elements and financial services offered at Walt Disney Company?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Technical ERP Elements** | **Strongly Agree** | **Agree** | **Disagree** | **Strongly Disagree** |
| 1. Do the Disney ERP systems have a friendly and easy-to-use interface? |  |  |  |  |
| 1. Can you secure data on the system on your own? For example, setting passwords? |  |  |  |  |
| 1. Were you effectively trained on using the system, and are you satisfied with how it usually works? |  |  |  |  |
| 1. Was the system training practical and satisfying? |  |  |  |  |
| **Financial Skills and Services** |  |  |  |  |
| 1. Can you use the ERP to record sales transactions? |  |  |  |  |
| 1. Are you aware of all financial transactions of the company and supported by the ERP system? |  |  |  |  |
| 1. Does the system provide all the audit reports to employees you included? |  |  |  |  |
| 1. As a manager, can you use the company's financial system comfortably? |  |  |  |  |

3.  Does the HR Department frequently train you on legal policies?

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

4. Does ﻿the Human Resources (HR) Department keep you updated on compliance issues and offer compliance assistance, or you have to do it yourself?

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

5. How frequently does Disney contact product training to employees?

Every day

A few times a week

About once a week

A few times a month

Once a month

Less than once a month

6. How frequently are the production systems updated to accommodate new technology or changes in the mass media and entertainment industry?

In the last week

More than a week ago but less than a month ago

More than a month ago

7. How would you rate the abilities and experience of the Disney engineers based on the changes made in question six above or your interaction with them?  Check the box for the option in the table below.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Highly Experienced | Experienced | Neutral | Inexperienced | Very Inexperienced |
| Studio Engineers |  |  |  |  |  |
| Software Engineers |  |  |  |  |  |
| Communication Engineers |  |  |  |  |  |
| Resort Engineers |  |  |  |  |  |

8. Which are the standard shipping methods used by Disney? Select multiple options where applicable.

Emailing

Purchasing Postages

Sending Pre-Paid Packages

Souvenir Pick Up

Resort Hotel Delivery

Home Shipping

Post Shipping

All of the Above

9. How would you rate the shipping methods selected? Note: You will only rate the options selected in question 8 above.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Method/Rating** | **Excellent** | **Good** | **Neutral** | **Poor** |
| Sending Letters and Postcards |  |  |  |  |
| Purchasing Postage |  |  |  |  |
| Sending Pre-Paid Packages |  |  |  |  |
| Souvenir Pick-Up |  |  |  |  |
| Resort Hotel Delivery |  |  |  |  |
| Home Shipping |  |  |  |  |
| Post Shipping |  |  |  |  |

10. What leadership qualities and skills do you want to see in future leaders in the Disney Company? Please list all of them in the comment box below. The box will expand to allow you to write as much as possible.

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**Internal Assessments Summary**

Internal assessments are viewed as the process of identifying a business's strengths and weaknesses in its operations grouped into three categories, namely organizational, physical, and human resources (Bush, 2019). In the survey, we focused on the human resources category because we studied employee engagement and technical competencies. Internal assessments are essential because they enable an organization such as Walt Disney to identify its strengths and the weaknesses it confronts. Secondly, internal assessments indicate the performance of a company. Finally, it shows how the available resources are being utilized in its operations and thus minimize internal inefficiencies leading to success in all functional areas of the business. For example, a company may be spending on ghost salaries or leaving money on the table where they can easily be lost. This mess can only be solved through internal assessments.

On the contrary, other types of assessment include external assessments, which encompass the identification of opportunities available for exploitation and the threats facing the company (Hitt, Ireland, & Hoskiss, 2017). Unlike the internal analysis, external analysis is more about the industry environment in which the business operates, and it includes factors such as competition and political issues. In strategic management, when an internal analysis is coupled with external analysis, a company can use its resources to capture and control its market presence and share by streamlining its operations through strategic planning.

In conclusion, internal analysis is essential for a business that wants to maximize its overall performance and ensure efficiency. My survey will add value to Walt Disney Company because it will bridge the gaps in employee engagement and technical competencies. Secondly, the survey findings will reveal Disney’s strengths, thus capitalize on them while minimizing the identified weaknesses and hence improved performance both internally and externally.

References

Bush, T. (2019, July 16). *Internal and External Analysis in Strategic Management (SWOT and PESTLE)*.

<https://pestleanalysis.com/internal-and-external-analysis-in-strategic-management/>

Hitt , M. A., Ireland , D. R., & Hoskiss, R. E. (2017). 2. External Environment: Opportunities, Threats, Industry Competition, and Competitor Analysis. In M. A. Hitt, D. R. Ireland, & R. E. Hoskins, *Strategic management: competitiveness & globalization. Concepts* (pp. 38-70). Australia: Cengage Learning.