Entry and Exit Surveys

Track issues that change with employee milestones to improve onboarding and reduce turnover.

When employees decide to join or leave their company, they have important information to share. Willis Towers Watson Entry and Exit Surveys efficiently capture their feedback and bring it to life for HR in real time.

- **Cost-effective survey** and reporting tool that captures critical information to inform your talent strategy
- Delivers timely intelligence so you can **monitor trends** and dig deeply into workforce segments
- **Practical** — giving you information you can actually use to sharpen HR's understanding of employee behavior
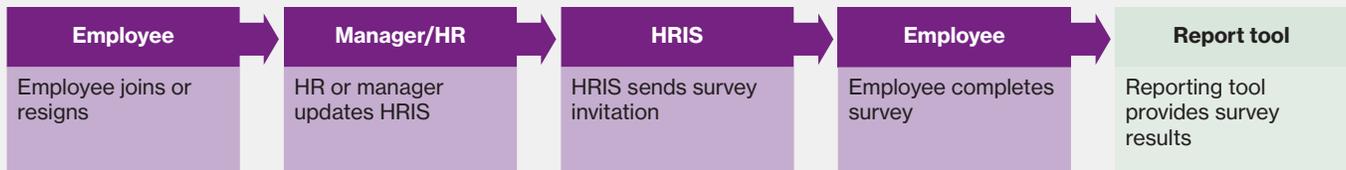- Focuses on **voluntary terms and regrettable losses** to elicit the most meaningful information from leavers

- Enables employers to understand what new **employees expect** and how their onboarding experience can support their long-term engagement
- Stands alone or **integrates naturally** with your existing employee engagement survey process
- Creates a critical opportunity to understand the **full employment life cycle** at your organization
- Can help define or inform your **employee value proposition**

- Measure the success of onboarding, and understand why employees leave
- Deploy and use the software easily
- Improve productivity, the overall employee experience and retention
- Minimize the financial impact of low productivity and high turnover rates

Connect insights across the full employment life cycle

Employee experience		
New employees	**Current employees**	**Exiting employees**
Onboard	**Engage and retain**	**Understand**
▪ Reasons for joining ▪ Early experiences	▪ Sustainable engagement and its drivers ▪ Intent to stay	▪ Reasons for leaving ▪ Future plans ▪ Willingness to return
Joiners		Leavers

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Exit/Entry survey process map

Employee	Manager/HR	HRIS	Employee	Report tool
Employee joins or resigns	HR or manager updates HRIS	HRIS sends survey invitation	Employee completes survey	Reporting tool provides survey results

Capture

Willis Towers Watson Entry and Exit Surveys: survey features

- **Concise.** Quick and easy technology for employees, HR staff and leaders

- **Focused.** Poses only questions meaningful to an exiting or joining employee

- **Deep.** Solicits employee comments to reveal the meaning of survey responses

Report and act

Willis Towers Watson Entry and Exit Surveys: key reporting and action features

- **Real time.** Presents results via an interactive tool that gives you the power to segment and report

- **Rich.** Integrates open-ended comments to reveal information about specific areas

- **Smart.** Links to other employee life-cycle data (e.g., engagement) to enable you to understand employees' motivation and to plan actions

Survey administration

Reporting

About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 40,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas — the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.com.

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