

## SPOTLIGHT ON GREECE

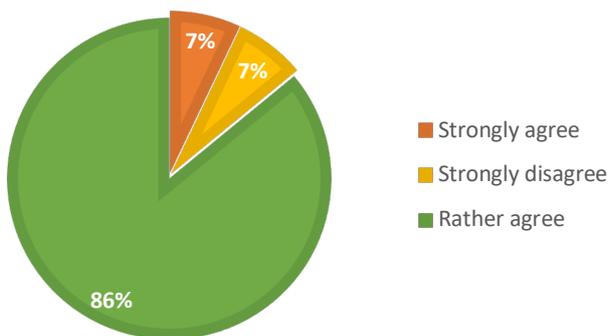
**Aim:** Summary of findings from a survey of employee satisfaction assessment and management in small companies in Greece Within the project “SATISF-ACTION! SMALL COMPANIES CARE ABOUT EMPLOYEES”.

**Overall statistics:** The survey showed that Greece has lowest level of job satisfaction when compared to the other partner countries. Employee satisfaction assessments in Greece are not conducted as often as they should be.

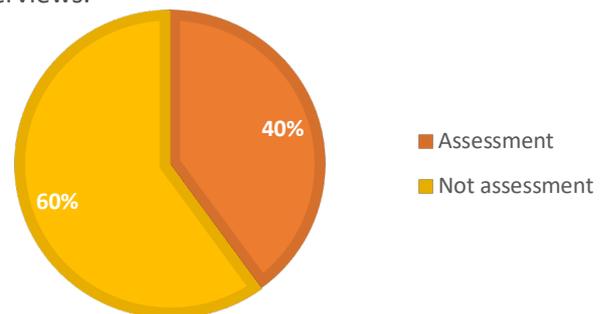
Owners and managers of small companies in Greece consider that job satisfaction has a prominent place as it directly affects productivity. However, many Greek companies do not often carry out the employees’ satisfaction assessments processes.

There is the need to provide tools to carry out assessment procedures because according to this survey it is considered that this process needs to be legislated in order to be mandatory.

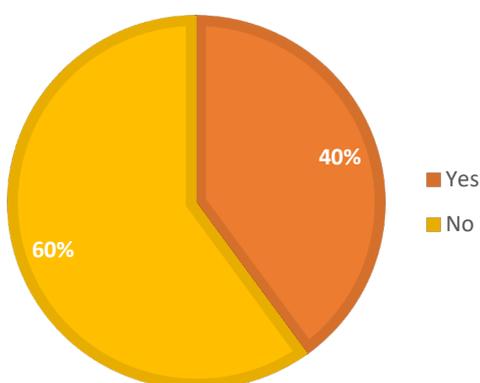
**Awareness:** According to the survey, 86% of the respondents believe that they are aware of the employees’ satisfaction level.



**Assessment:** Only 40% of company owners admitted that they rated the satisfaction of their employees. Most often, business owners do not use any specific tools to assess employee satisfaction; instead, they stated that they focus on interviews.



**Management:** Only 40% of the respondents said that employee satisfaction assessment is not part of the company's strategy. 60% of the owners and the managers said that the results of the employee satisfaction assessment are not considered when planning organizational changes.



**Needs & requirements:** The 60% of company owners participating in the survey admitted that to better assess employee satisfaction; they mainly need a specific assessment tool. 20% of the rest of the respondents said that they need training, 10% need consulting services and 10% percent need specialized staff.

