

[PODS]  
PROSE Online Diagnostics System

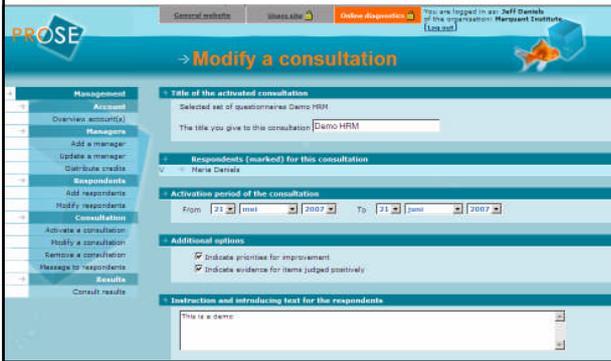


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PROSE online diagnostics offers extra flexibility and efficiency, and contains additional features



The manager activates a consultation by defining a time frame, respondents, the instruction, and additional options (e.g., indicating priorities and evidence material).



The respondent gets all information online and fills out the questionnaires step by step. The user interface is transparent and simple - no need to consult a guide.



The respondent starts with answering the questions on a 5-point scale (or agree/disagree answering option). He can stop, log out and resume anytime.



When activated by the manager, the respondents are also asked to indicate priorities among the items, and to provide evidence for their positive answers.



The respondent gets an overview of his answering status and of his results, per questionnaire and also on item level.

**PROSE Demo HRM**

General website | Users: 1/10 | Online diagnostics | You are logged in as: Marie Daniels (from the organization: Margriet Institute (Liss,2014))

**consultations and questionnaires**

Questionnaire	Status	Sum of scale scores	Sum of positive scores
Quickscan HRM	Completed	44.5	50

**Legend**

- Questionnaires filled out
- Questionnaires started partially
- Questionnaires not yet answered

**questionnaires**

questionnaire	priority
1. Quickscan HRM	3

**evidence**

item	evidence
1. Quickscan HRM	There are procedures in place to arrive at an acceptable workload. document management The training needs of the staff are systematically analyzed. team idea The needs in terms of retaining are systematically checked. team idea The professionalization policy is established in consultation with the groups and individuals involved. starting There is a systematic approach in terms of the transfer of individual professionalization to the group involved. starting

He can print out his answers on item level. At the end, three simple open questions have to be answered, after which the results are saved.

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**consultations and questionnaires**

Back to the overview - Print out your results

Item	Score
1. There is systematic consultation about job content.	2.0
2. There are procedures in place to arrive at an acceptable workload.	2.0
3. The training needs of the staff are systematically analyzed.	4.0
4. The needs in terms of retaining are systematically checked.	2.0
5. The professionalization policy is established in consultation with the groups and individuals involved.	4.0
6. There is a systematic approach in terms of the transfer of individual professionalization to the group involved.	2.0
7. The assessors are trained in the methodology of assessment.	2.0
8. Staff assessment is integrated into the institute's human resources management.	2.0
9. The assessment procedure allows for an appeal procedure.	2.0

**Legend**

- Questionnaires filled out
- Questionnaires started partially
- Questionnaires not yet answered

The manager can consult the answering status and the group results, but not the data of individual respondents.

**PROSE**

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**Consult results**

Update the data - Print - Download the data in an Excel file

You can view results of the separate items in a questionnaire by clicking its title.

The respondents marked in green have finished their consultation.

**List of respondents**

Respondent	Respondent	Respondent
Marie Daniels	Lenny Seard	Tees Jones
Betty Lenders	Ferry Seales	

**Validation scores per questionnaire**

Questionnaire	Number	Sum of scale scores (1-500)			Sum of positive scores (No)		
		Mean	Lowest -1	Highest +1	Mean	Lowest -1	Highest +1
1. Quickscan HRM	4	44.5	44	50	42.5	30	50

**Prioritized items for improvement**

Item	Sum of scale scores	Number of respondents
1. Quickscan HRM	44.5	4

He gets an overview of the indicated priorities (the number of times the item has been chosen and the scale values) and of the given evidence for positive items.

**PROSE**

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**Consult results**

**Prioritized items for improvement**

Item	Sum of scale scores	Number of respondents
1. Quickscan HRM	44.5	4

**Items being judged as positive**

Item	# positive scores	Sort of evidence
1. Quickscan HRM	4	document management team idea starting

He also gets all answers on the open questions in an overview table.

**PROSE**

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**Consult results**

**What do you consider as excellent in your organisation with respect to the theme of the consultation?**

There is a very open approach of the management.

The working of interview.

The responsiveness of management and feedback to teamwork.

The name and "human" approach.

**What has to be improved with the utmost priority with regard to the theme of the consultation?**

There should be a systematic control on workload problems.

The professionalization of our staff members.

insight facts.

Results are available on the level of questionnaires (indexes) and on item level. They can be printed or saved as an excel data sheet.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1. Quickscan HRM	1	2	3	4	5	4	3	2	2	2					
2. Group 1	1	2	3	4	5	4	3	2	2	2					
3. Group 1	2	3	3	4	4	4	3	2	1	1					
4. Group 1	2	1	2	3	4	3	2	1	1	1					
5. Group 1	2	3	1	3	3	2	2	2	2	2					
6.	1.0	2.3	2.3	3.0	4.0	3.3	2.5	2.0	1.0	1.5					
7.															
8.															
9. For most positions the result areas are clearly defined.											1.8				
10. There is systematic consultation about job content.											2.3				
11. There are procedures in place to arrive at an acceptable workload.											3.6				
12. There are procedures in place to arrive at an acceptable workload.											4.0				
13. The training needs of the staff are systematically analyzed.											3.5				
14. The needs in terms of retaining are systematically checked.											2.3				
15. The professionalization policy is established in consultation with the groups and individuals involved.											2.0				
16. There is a systematic approach in terms of the transfer of individual professionalization to the group involved.											1.0				
17. The assessors are trained in the methodology of assessment.											1.5				
18. The assessment procedure allows for an appeal procedure.															
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