



# Make a difference with happiness at work!

Check the happiness performance indicators  
with Freufaktor-Analyse<sup>®</sup> to increase  
efficiency and productivity.



# Freufaktor-Analyse®

## Investing in better job satisfaction pays off.

Happiness at work motivates personnel, it makes them more productive and boosts growth and success because happiness at work and performance are correlated. The better the “Freufaktor”, referring to HPI – happiness performance indicators – the more satisfied, motivated and committed his employees are. Happy staff is the key to sustainable corporate success.

### One survey – Three answers

The employee survey Freufaktor-Analyse® developed by Orange Consulting is based on the latest scientific findings from motivational research as well as comprehensive own studies. You will thus receive answers to the **three central questions of future-oriented HR management:**

#### → Retention

What do your employees expect and how does that fit in with what you are currently offering?

#### → Health management

How well are your employees feeling and what would make them feel even better?

#### → Employer Branding

What do your employees like and how attractive is your company for applicants?

### Set the course for more job satisfaction.

With the Freufaktor-Analyse® you can find out where your company still has potential to increase happiness at work. The employee survey, which is unique in this form, enables you to explore the fields of action for organizational and personnel development. On this basis, you can start your activities exactly where needed, which is beneficial for everyone involved.



*Those who are often happy on the job are up to 22% more productive!*

### Happiness at work attracts the best candidates!

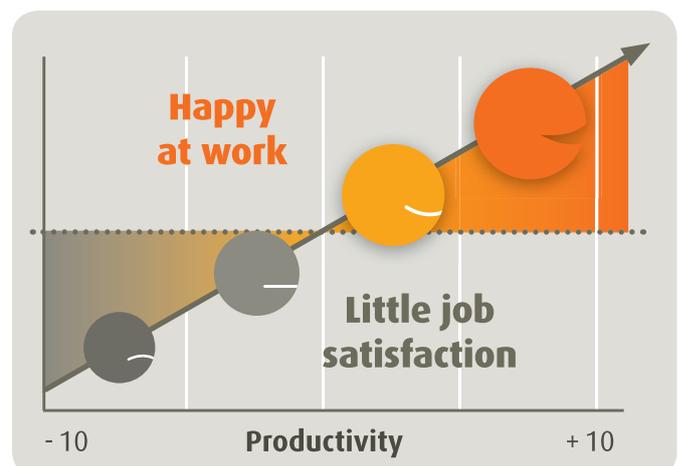
Employers who care about the well-being of their employees are of great demand in the highly competitive job market. Happiness at work is an attractive USP. Those who offer a great working environment will find the best candidates faster and easier.

### Happiness at work keeps staff healthy!

People who are regularly happy are more resilient and can cope better with the adversities of everyday life. Happiness is good for the well-being. More job satisfaction reduces the number of sick days and is the most effective preventive measure against bore-out and burn-out.

### Happiness at work makes companies grow!

Employees who enjoy going to work because they love their working conditions are intrinsically motivated and identify with their employer. They are committed to joint success and are reliant and committed when it matters.



# Freufaktor-Analyse®

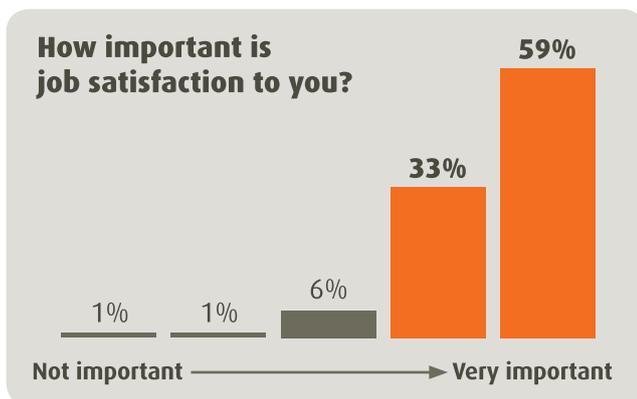
## Make a difference with happiness at work!

The war for talents enforces a cultural change in the job market, which is accelerated by the digital transformation. Nowadays, happiness at work is part of a fulfilled and healthy life and healthy staff is powerful committed staff. A pleasant working environment is an utmost selection criterion for applicants. Companies that want to become and stay an attractive employer allow working conditions that make people happy.

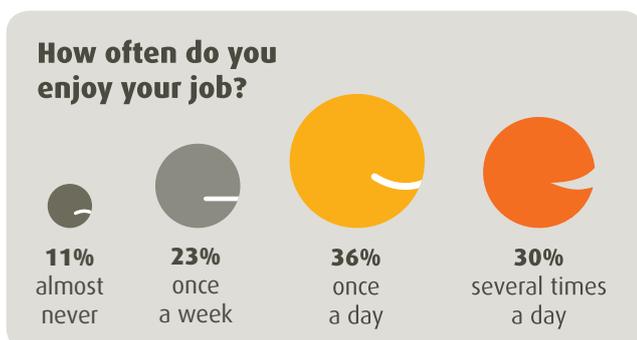
Generation	Years of birth	Perspective	Motto	Attitude to happiness at work
Traditionals	1946-1955		Work first!	Be happy to have work.
Babyboomers	1956-1965		Live to work!	Work before pleasure.
Generation X	1966-1980		Work to live!	Work and life to be balanced.
Generation Y	1981-1998		live@work!	Happy at work, happy in life.
Millennials	From approx. 1998		Enjoy life!	Work if it makes you happy.

Five generations are currently working in the labor market. With their values, they shape the working atmosphere and corporate culture of their employer. Happiness at work is a new key performance indicator for life quality. A high level of job satisfaction is no longer just nice-to-have, but a must-have!

### Current studies prove:



For 90% of working people, to be happy at work is very important. But only one in three feels happy several times a day. Consider: It has been proven that people who often and regularly feel happy are far beyond satisfaction, they are more efficient and most productive.



**Source:**  
 Survey on job satisfaction, Or.an.ge. Consulting GmbH, 2016, survey of 1,081 employed persons.  
 © Orange Consulting

## → This is how your employee survey works

Freufaktor-Analyse® is an online employee survey that is individually designed and evaluated by Orange Consulting for your company.

The contents and design of the questionnaire are adapted to the company's conditions, the possibilities and requirements of the employer and the workforce.

Your employees answer the questions directly on their own desktop, laptop, smartphone or at web terminals provided by the employer. The survey takes about 25 minutes and is conducted according to German data protection guidelines. It is evaluated and visualized completely anonymously by our team of experts.

The socio-demographic criteria contained in the questionnaire, which we coordinate with you and your internal committees, enable us to carry out sub-group analyses for you following the survey.

## → Versions

Freufaktor-Analyse® is available in four versions: **budget**, **basic**, **select** and **complete**.

**Budget**, the entry-level version, focuses on the fields of action. It gives you a complete overview of the initial situation in your company.

Starting with Version **Basic**, you receive a full version which, in addition to a partial individualization of the questionnaire and the analysis of the fields of action, also contains questions on health issues and determines your Net Promoter Score.

With **Select**, you get an additional individual evaluation according to a target group of your choice in addition to all Basic services.

In addition to all the above services, the full version **Complete** contains two individual evaluations or a combined evaluation of two target groups.

## Happiness at work increases your company's success.

### Six dimensions influence happiness at work:

A good working atmosphere is not a coincidence, but the result of many regularly occurring, small and large occasions to feel happiness at work, which result from the working circumstances – the six “Freufaktor” dimensions.

Contemporary working conditions, workplace design, quality leadership, good collaboration, a fulfilling job activity and a corporate culture with which your employees can identify, these are your levers for more job satisfaction.

#### Freufaktor 1 Working conditions



The basis for job satisfaction. These include contract basics such as salary and fringe benefits. Also the accessibility of the place of work, gestures like free drinks and demand-oriented offers for a fulfilled life work. The total package makes the difference!

#### Freufaktor 2 Workplace design



How the workplace is set up, equipped and adapted to individual needs has a considerable influence on well-being, motivation and performance. Apparent little things like workplace design and contemporary technology work!

#### Freufaktor 3 Leadership



With their attitude and behavior, the managers of a company set the goals and the framework within which their staff can carry out the job confidently, competently and on their own responsibility. Executives are role models and shape a culture of frustration or job satisfaction.

#### Freufaktor 4 Good collaboration



The collaboration between colleagues has a decisive influence on how well people feel at work. Those who value their collegial environment, can rely on their colleagues. They also look forward to work with them every day.

#### Freufaktor 5 Activity



Work plays an important role in the desire of every human being for self-realization. People want to take responsibility, have influence and implement their own ideas. They like to show what they can do and want to see their impact – this is how they show their commitment and give their best

#### Freufaktor 6 Corporate culture



The company's internal habits and values can be felt every day. The positive attitude to diversity, the sensitive handling of differences and resources as well as the personal overall impression that your company conveys both internally and externally, lead to happiness at job.

# Freufaktor-Analyse®

## Where is your greatest potential for happiness at work?



The difference makes the difference!

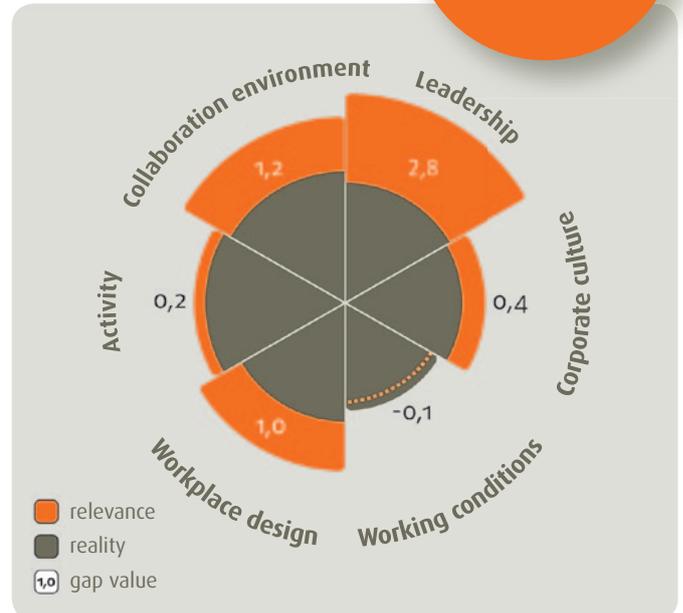
### What do the happiness performance indicators in your company show?

The Freufaktor-Analyse® checks six dimensions to show in which extent your company's working conditions meet the employees' expectations for happiness at work. The Freufaktor-Analyse® questionnaire is individually tailored to your company to check each of these six dimensions regarding gaps to be closed.

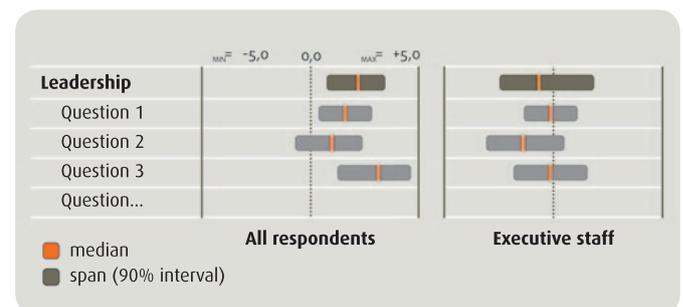
Overview diagrams show what needs special attention. Detailed evaluations explain how far apart the ideas and reality are in detail.

You will find out exactly where there are gaps between what your staff expects and what you as an employer can offer. These target/actual deviations clearly and vividly show your urgent fields of action in organizational and personnel development.

The survey results enable you to invest where you can achieve an immediate effect. They are so precise that you can start implementing them immediately after the survey in order to increase the happiness where needed.



Overview of fields of action

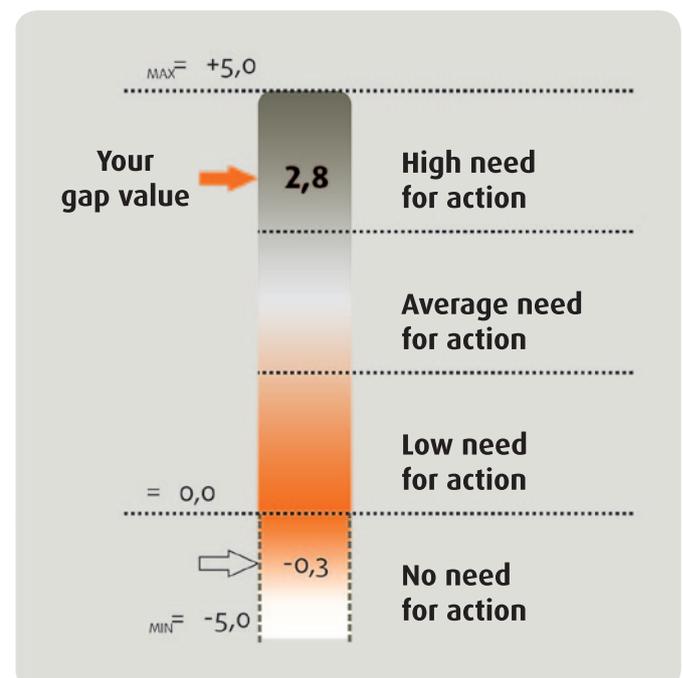
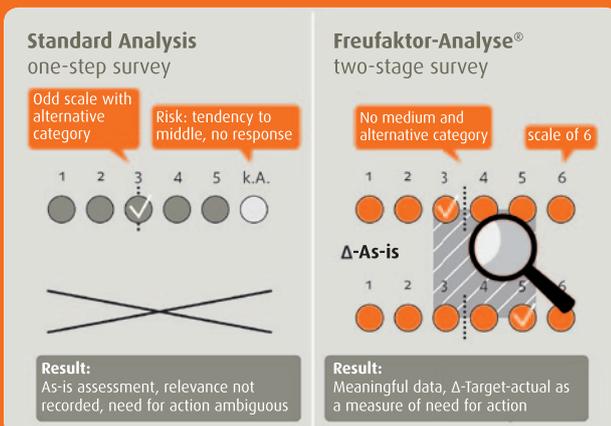


Detailed evaluation of a field of action

### Gap analyses

The innovative survey method of the Freufaktor Analysis brings clarity and immediate answers to questions, to avoid time-consuming and cost-intensive Workshops in the follow-up.

The Freufaktor Analyse is based on so-called gap analyses, i.e. cumulated difference measurements and is highly efficient. The results are clear and speak for themselves.



Prioritization of the need for action through key figures

# Freufaktor-Analyse® The tide is high for happiness at work!

The Freufaktor-Analyse® is a product of the Or.an.ge. Consulting GmbH. Our company name „Orange“ is an acronym and stands for “shaping organizations differently” and that is also our mission. As a management consultancy specialized in organizational and personnel development, we advise and support our clients in change processes, from strategic decision-making with the management to operational implementation with the personnel managers.

We are committed with great enthusiasm and passion to set the framework to more efficiency and productivity by empowering our clients for more happiness at work through better working conditions. The Freufaktor-Analyse® shows the happiness performance indicators and reveals the potential fields of action to increase happiness at work.

The tide is high for more happiness at work. Orange Consulting helps you set the course to become and remain a most attractive employer. Get in touch with us to learn more!



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