

Employee Engagement & Surveys

Capture employee feedback, measure engagement, and drive improvement with surveys and real-time insights.

Specification

SKU	BUS-HRS-ENG
Solution area	Business Operations
Works with	Performance & Goal Management, Employee Lifecycle Management, People Operations Hub, HR Requests & Case Management
Updated	Sep 26, 2026
Datasheet	v1.0

What it is

Employee Engagement & Surveys is the process of collecting and analyzing employee feedback to understand engagement, satisfaction, and organizational health. It enables organizations to identify issues, improve culture, and drive better outcomes.

SmartSuite's Employee Engagement & Surveys solution provides a structured, scalable system to collect employee feedback, measure engagement, and identify opportunities for improvement across the organization.

It enables organizations to move from infrequent, disconnected surveys to a continuous feedback and engagement system.

Core capabilities

Survey Creation & Distribution

Design and send engagement and pulse surveys.

Pulse Surveys & Continuous Feedback

Capture ongoing employee sentiment.

Engagement & Sentiment Analysis

Measure satisfaction and organizational health.

Anonymous Feedback Support

Ensure honest and secure responses.

Action Planning & Follow-Up Tracking

Translate insights into improvement actions.

Segmentation & Targeted Surveys

Analyze engagement by team, role, or department.

Dashboards & Engagement Analytics

Track trends and performance over time.

Integration with Performance & Lifecycle Data

Connect feedback with employee context.

Notifications & Workflow Automation

Ensure surveys and actions are completed.

The Engagement Lifecycle

Step 1 Design & Launch Surveys Create engagement and feedback surveys.	Step 2 Collect Feedback & Responses Capture employee input across the organization.	Step 3 Analyze Engagement DataIdentify trends, gaps, and opportunities.	Step 4 Develop Action Plans Define improvements based on insights.	Step 5 Monitor & Improve Continuously Track progress and refine engagement strategies.
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Who it is for

HR Teams Manage engagement programs and surveys.	Managers Understand team sentiment and drive improvements.	Employees / Staff Provide feedback and participate in surveys.
Executive Leadership Monitor engagement and organizational health.	People Operations Teams Analyze trends and implement changes.	

Works with

Performance & Goal Management Links engagement to employee development.	Employee Lifecycle Management Tracks engagement across lifecycle stages.
People Operations Hub Provides employee and organizational context.	HR Requests & Case Management Supports follow-up actions and improvements.

Built differently. Employee Engagement & Surveys runs on the same relational platform as every other SmartSuite product, so its records link to the risks, controls, issues and evidence they affect, and every report reflects the current state rather than a copy.

See it working with your data

Ask your SmartSuite account team for a demo of Employee Engagement & Surveys configured for your organization, or read the full product entry at smartsuite.com/products/employee-engagement-surveys.

Schedule a demo