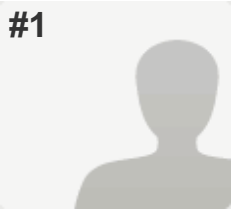


COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, March 04, 2016 11:28:47 AM
Last Modified: Friday, March 04, 2016 11:34:34 AM
Time Spent: 00:05:47
IP Address: 46.11.73.53

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	FHRD
Respondent's name	Marvin Cuschieri
Respondent's job title	CEO
Country	Malta
Foundation Year	1990
Number of members	155

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events,
Communities of practice for each industry,
Conferences,
Discounts for registering to the partners' events,
HR Exhibitions, HR Magazines and Journals,
HR Qualifications, HR Awards,
Legislative initiatives and lobby activities,
National surveys on HR topics, Networking events,
Newsletters, Training sessions, Workshops

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Conferences
2	Networking events
3	Training sessions

Q4: What types of membership does your association provide?

Individual Membership, Company Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	5
Company Membership	95

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Individual
Membership Package 2	Corporate small
Membership Package 3	Corporate medium
Membership Package 4	Corporate large

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	85 euro
Membership Package 2	150 euro
Membership Package 3	250 euro
Membership Package 4	350 euro

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	networking events, discounts
Membership Package 2	networking events, use of facilities, discounts
Membership Package 3	networking events, use of facilities, discounts
Membership Package 4	networking events, use of facilities, discounts

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	n/a
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	events
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	n/a
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	n/a
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	sharing of speakers, etc.

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, March 04, 2016 11:45:22 AM
Last Modified: Friday, March 04, 2016 12:16:55 PM
Time Spent: 00:31:33
IP Address: 89.152.240.193

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	APG - Portuguese Association of People Management
Respondent's name	Vítor Carvalho
Respondent's job title	Executive Director
Country	Portugal
Foundation Year	1964
Number of members	1000

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Conferences,
Discounts for registering to the partners' events,
HR Exhibitions, HR Magazines and Journals,
HR Awards,
Legislative initiatives and lobby activities,
National surveys on HR topics, Networking events,
Newsletters, Social Media Platform,
Training sessions, Workshops,
Other (please specify) Juridical support

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	HR Magazines and Journals
2	Best practice events
3	Training sessions

Q4: What types of membership does your association provide?

Individual Membership, Company Membership,
Student Membership,
Other (please specify):
Retired membership; Honorary membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	67
Company Membership	22
Academic Membership	0
Student Membership	9
Other types	2

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Professionals
Membership Package 2	Students
Membership Package 3	Organizations
Membership Package 4	Honoraries
Membership Package 5	Correspondents

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

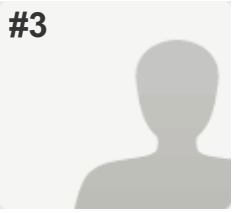
Membership Package 1	70,00
Membership Package 2	30,00
Membership Package 3	175,00/300,00/500,00/750,00 (depending of the number of employees)
Membership Package 4	0,00
Membership Package 5	35,00

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	monthly magazine; fortnightly e-newsletter; access to the Knowledge Resources Centre; Discounts on PhD's, Postgraduates and MBA's; Purchase of books at reduced prices; Discounts on national and international events; Legal & Labour Office; access to national and international surveys; acess to legal information; discounts from organizations on several services (insurances, hotels, health clubs, opticians, etc.)
Membership Package 2	the same
Membership Package 3	the same
Membership Package 4	the same
Membership Package 5	the same

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	No
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Social networks, website, events
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	No
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	No

Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website, Other (please specify) Magazine
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	benchmarking



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, March 04, 2016 2:09:28 PM
Last Modified: Friday, March 04, 2016 2:24:41 PM
Time Spent: 00:15:13
IP Address: 195.245.255.130

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	HR Centar
Respondent's name	Ines Bokan
Respondent's job title	Executive Director
Country	Croatia
Foundation Year	2006
Number of members	200

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)	Best practice events, Communities of practice for each industry, Conferences, Discounts for registering to the partners' events, E-learning, HR Magazines and Journals, HR Awards, Information from HR suppliers (suppliers directory), Legislative initiatives and lobby activities, National surveys on HR topics, Networking events, Newsletters, Online forums / platforms on HR Topics, Social Media Platform, Training sessions, Workshops

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Best practice events
2	HR Awards
3	Discounts for registering to the partners' events

Q4: What types of membership does your association provide?	Individual Membership, Company Membership, Student Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	98
Company Membership	0
Academic Membership	0
Student Membership	2
Other types	0

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Individual Membership
Membership Package 2	n/a
Membership Package 3	n/a
Membership Package 4	n/a
Membership Package 5	n/a
Membership Package 6	n/a

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

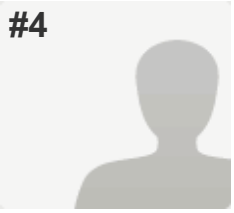
Membership Package 1	70 € / year, 7 € / month
Membership Package 2	n/a
Membership Package 3	n/a
Membership Package 4	n/a
Membership Package 5	n/a
Membership Package 6	n/a

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	Mentorship, networking/workshops events on monthly basis, Human Resource Management Professional Code
Membership Package 2	n/a
Membership Package 3	n/a
Membership Package 4	n/a
Membership Package 5	n/a
Membership Package 6	n/a

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	No.
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Word of mouth, cooperation with HRSummit in Croatia, partnership with Croatian Chamber of Economy (HR Department)
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	Yes, we usually send reminder mail.
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	No.
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website

Q14: Areas of interest you would like to discuss further with the other EAPM associations:	Best practices from other countries



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Sunday, March 06, 2016 3:14:00 PM
Last Modified: Sunday, March 06, 2016 3:29:57 PM
Time Spent: 00:15:56
IP Address: 87.104.202.7

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	DANSK HR
Respondent's name	Kim Staack Nielsen
Respondent's job title	CEO
Country	Denmark
Foundation Year	1992
Number of members	1020 companyes

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Best practice manual,

Communities of practice for each industry,

Conferences,

Discounts for registering to the partners' events,

Financing sources, HR Exhibitions,

HR Jobs Platform, HR Magazines and Journals,

HR Qualifications, HR Awards,

Information from HR suppliers (suppliers directory),

Legislative initiatives and lobby activities,

Mobile app, National surveys on HR topics,

Networking events, Newsletters,

Online forums / platforms on HR Topics,

Online shared toolkits, Social Media Platform,

The events provided by the association to be recognized as academic qualifications (credits) for the participants
,

Training sessions, Web conferences/meetings,

Workshops

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Communities of practice for each industry
2	Legislative initiatives and lobby activities
3	HR Magazines and Journals

Q4: What types of membership does your association provide?	Individual Membership, Company Membership, Student Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	2
Company Membership	96
Student Membership	2

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	HR plus
Membership Package 2	HR start
Membership Package 3	HR student

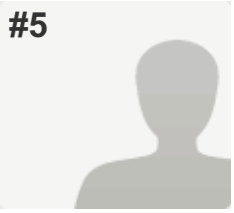
Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	885
Membership Package 2	402
Membership Package 3	Free

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	100 % of the answer in quistion two
Membership Package 2	80 % of the answer in quistion two
Membership Package 3	30% of the answer in quistion two

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	No
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Letter + telephone + mail
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	telephone
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	no
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Mobile app, Newsletter, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	member attraction



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, March 07, 2016 10:05:38 AM
Last Modified: Monday, March 07, 2016 10:28:11 AM
Time Spent: 00:22:33
IP Address: 212.181.48.114

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	Sveriges HR Förening
Respondent's name	Lena Kraitsik
Respondent's job title	Executive Director
Country	Sweden
Foundation Year	1921
Number of members	7350

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Best practice manual, Conferences, HR Jobs Platform, HR Magazines and Journals, HR Awards, Networking events, Newsletters, Social Media Platform, Training sessions, Workshops,
Other (please specify)
30 seminars in accurate HR topics all over Sweden.

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	HR Magazines and Journals
2	Best practice events
3	Networking events

Q4: What types of membership does your association provide?

Individual Membership, Company Membership, Student Membership,
Other (please specify):
Seniors, parentleave and unemployed (we don't have an academic membership but couldn't leave it blank below.)

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	26
Company Membership	36
Academic Membership	1
Student Membership	34
Other types	3

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Enskilt medlemskap/individual membership
Membership Package 2	Gruppmedlemskap/company membership
Membership Package 3	Studentmedlemskap/student membership
Membership Package 4	Arbetssökande/Unemployed
Membership Package 5	Föräldraledig/Parentleave
Membership Package 6	Pensionär/Senior

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

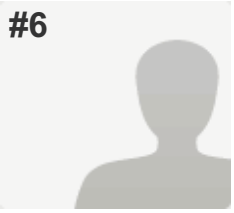
Membership Package 1	1650 sek ex vat
Membership Package 2	1485 sek ex vat
Membership Package 3	0
Membership Package 4	200 sek
Membership Package 5	200 sek
Membership Package 6	200 sek

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	HR-magazine, newsletter, seminars, best practice manual (laybour law).
Membership Package 2	HR-magazine, newsletter, seminars, best practice manual (laybour law).
Membership Package 3	HR-magazine, newsletter, seminars, best practice manual (laybour law).
Membership Package 4	HR-magazine, newsletter, seminars, best practice manual (laybour law).
Membership Package 5	HR-magazine, newsletter, seminars, best practice manual (laybour law).
Membership Package 6	HR-magazine, newsletter, seminars, best practice manual (laybour law).

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	-
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Participate in different events, reach out to non-members via telephone/e-mail, advertising via magazine. Students = visiting universities.
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	-
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	-

Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website, Other (please specify) Advertising via HR magazine. Our new website will be responsive and work well in phone view.
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	How other recruite members, what other organisations detect as most populare among members.



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, March 07, 2016 11:47:00 AM
Last Modified: Monday, March 07, 2016 12:03:25 PM
Time Spent: 00:16:25
IP Address: 81.198.212.47

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	Latvian Association for People Management
Respondent's name	Irena Leonenko
Respondent's job title	Executive Director
Country	Latvia
Foundation Year	1996
Number of members	230

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Career support, Career talks for different levels of HR professionals, Communities of practice for each industry, Conferences, Discounts for registering to the partners' events, HR Jobs Platform, HR Qualifications, HR Awards, Information from HR suppliers (suppliers directory), Legislative initiatives and lobby activities, National surveys on HR topics, Networking events, Newsletters, Social Media Platform, Training sessions, Workshops

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Training sessions
2	Best practice events
3	Networking events

Q4: What types of membership does your association provide?

Individual Membership, Company Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	1
Company Membership	99

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Companies with less than 50 employees
Membership Package 2	Companies with 51-250 employees
Membership Package 3	Companies with 251-500 employees
Membership Package 4	Companies with more that 500 employees
Membership Package 5	Individual members220

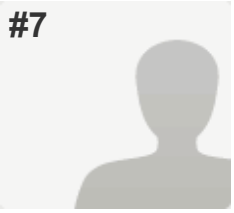
Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	220
Membership Package 2	320
Membership Package 3	430
Membership Package 4	650
Membership Package 5	220

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	benefits are equal to all members

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	no
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Personal contacts
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	no
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	No
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Phone, Social media, Website, Other (please specify) We also inform members about the events on our training seminars and workshop.
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	Closer cooperation in regards to HR surveys



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, March 07, 2016 12:02:20 PM
Last Modified: Monday, March 07, 2016 12:10:04 PM
Time Spent: 00:07:44
IP Address: 81.213.79.115

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	PERYÖN
Respondent's name	YİĞİT OĞUZ DUMAN
Respondent's job title	INTERNATIONAL DELEGATE
Country	TURKEY
Foundation Year	1971
Number of members	3000+

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)	Best practice events, Communities of practice for each industry, Conferences, Discounts for registering to the partners' events, E-learning, HR Exhibitions, HR Jobs Platform, HR Magazines and Journals, HR Qualifications, HR Awards, Legislative initiatives and lobby activities, National surveys on HR topics, Networking events, Newsletters, Online forums / platforms on HR Topics, Social Media Platform, Training sessions, Workshops

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Conferences
2	HR Awards
3	Training sessions

Q4: What types of membership does your association provide?	Individual Membership, Company Membership, Student Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	70
Company Membership	25
Student Membership	5

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	INDIVIDUAL
Membership Package 2	CORPORATE
Membership Package 3	STUDENT

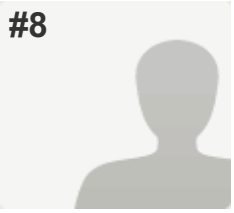
Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	80
Membership Package 2	80
Membership Package 3	40

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	DISCOUNT IN CONFERENCES, TRAINING PROGRAMS, MAGAZINE AND NEWSLETTER, NETWORKING EVENTS, JOB POSTING, CANDIDATE SHARING, ONLINE DISCUSSIONS
Membership Package 2	DISCOUNT IN CONFERENCES, TRAINING PROGRAMS, MAGAZINE AND NEWSLETTER, NETWORKING EVENTS, JOB POSTING, CANDIDATE SHARING, ONLINE DISCUSSIONS
Membership Package 3	DISCOUNT IN CONFERENCES, TRAINING PROGRAMS, MAGAZINE AND NEWSLETTER, NETWORKING EVENTS, JOB POSTING, CANDIDATE SHARING, ONLINE DISCUSSIONS

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	NO
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	CONTINIOUS COMMUNICATION, PROMOTIONS
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	NO
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	SENIORITY AWARDS, OVER 20 YEARS
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Mobile app, Newsletter, Phone, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	NO



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, March 07, 2016 11:23:48 PM
Last Modified: Monday, March 07, 2016 11:31:12 PM
Time Spent: 00:07:24
IP Address: 178.199.182.82

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	HR Swiss
Respondent's name	Max Becker
Respondent's job title	Board member
Country	CH
Foundation Year	1950
Number of members	5000

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Conferences,
Discounts for registering to the partners' events,
HR Exhibitions, HR Magazines and Journals,
HR Awards, Workshops, Training sessions,
Newsletters, Networking events,
National surveys on HR topics,
Other (please specify)
- communities for young HR professionals - International HR community

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Conferences
2	HR Magazines and Journals
3	Training sessions

Q4: What types of membership does your association provide?

Individual Membership,
Other (please specify):
membership for young HR professionals

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	95
Other types	5

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	"full package"
Membership Package 2	reduced package for young's

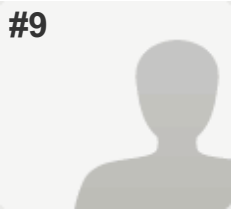
Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	200
Membership Package 2	100

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	speeches, events, lunch and learn
Membership Package 2	after work get togethers

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	no
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	word of mouth
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	no
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	no
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Website, Other (please specify) mailings printed brochures
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	none



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, March 08, 2016 10:57:07 AM
Last Modified: Tuesday, March 08, 2016 11:18:45 AM
Time Spent: 00:21:37
IP Address: 188.95.247.247

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	HR Norge
Respondent's name	Henrik Øhrn
Respondent's job title	Head of research
Country	Norway
Foundation Year	Merger in 2002 (originaly established in 1958)
Number of members	3200

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Career support,

Communities of practice for each industry,

Conferences, Online shared toolkits,

Social Media Platform, Training sessions,

Web conferences/meetings, Workshops,

Newsletters, Networking events,

National surveys on HR topics, Mobile app,

Legislative initiatives and lobby activities,

HR Awards, HR Qualifications,

HR Magazines and Journals,

Other (please specify)
We have just started With HR TV (short online TV-presentations on New and importent topics/challenges), but have not gathered enough information yet to say how this is valued by the members.

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	National surveys on HR topics
2	Conferences
3	HR Qualifications

Q4: What types of membership does your association provide?	Individual Membership, Company Membership, Student Membership, Other (please specify): Unemployed (former members)

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	14
Company Membership	75
Student Membership	10
Other types	1

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Individual
Membership Package 2	Company
Membership Package 3	Extra contact in company membership
Membership Package 4	Student

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	NOK 2930,-
Membership Package 2	From NOK 4890 (<50 employees) to NOK 32500,-(largest membership category)
Membership Package 3	NOK 870,-
Membership Package 4	NOK 400,-

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	All
Membership Package 2	All
Membership Package 3	All
Membership Package 4	Not networks

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	No
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Launch findings from surveys in media, follow members changing jobs, discounts for non-members participating in conferences, student activities
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	No. Our memberships automatically renew. About 15% leave us each year in february, and it takes about 4 months to get 15% rise again.
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	No
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	Mix of benefits that works for attracting and retaining members

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 10, 2016 11:12:37 AM
Last Modified: Thursday, March 10, 2016 3:14:15 PM
Time Spent: 04:01:38
IP Address: 91.207.90.206

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	ISHR
Respondent's name	Shelly Bloch
Respondent's job title	VP Global Resources & Strategy
Country	Israel
Number of members	about 700

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Workshops, Web conferences/meetings, Social Media Platform, Online shared toolkits, Networking events, National surveys on HR topics, Mobile app, HR Awards, HR Jobs Platform, Financing sources, E-learning, Discounts for registering to the partners' events, Best practice manual, Best practice events, Other (please specify) in fact all...

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Financing sources
2	Best practice manual
3	Social Media Platform

Q4: What types of membership does your association provide?

Student Membership, Company Membership, Individual Membership, Other (please specify): HR experts in between jobs

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	50
Company Membership	30
Academic Membership	0
Student Membership	10
Other types	10

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Individual
Membership Package 2	Company
Membership Package 3	Student
Membership Package 4	In between jobs

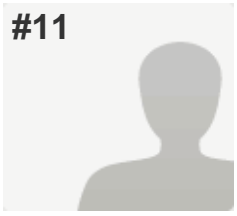
Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	about euro 100
Membership Package 2	about euro 80 per HR memeber
Membership Package 3	about euro 50
Membership Package 4	about euro 50

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	all
Membership Package 2	all
Membership Package 3	all
Membership Package 4	all

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	no but we reward volunterrs and lecturers with free admission to our activities
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	direct marketing and networking
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	10% off yearly membership fee for early birds registration
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	no
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Phone, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	Increasing number of members



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, March 15, 2016 11:19:25 PM
Last Modified: Tuesday, March 15, 2016 11:29:48 PM
Time Spent: 00:10:22
IP Address: 213.47.207.73

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	ÖPWZ - Forum Personal
Respondent's name	Armand Kaáli-Nagy
Respondent's job title	Secretary General
Country	Austria
Foundation Year	1956
Number of members	300 Company and 250 individual Members

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Conferences, HR Qualifications, National surveys on HR topics, Networking events, Social Media Platform, Training sessions

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Best practice events
2	Networking events
3	National surveys on HR topics

Q4: What types of membership does your association provide?

Individual Membership, Company Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	45
Company Membership	55

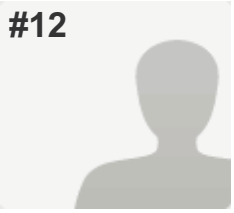
Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Company membership - regular members
Membership Package 2	young professionals - individual members

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	€ 510 - € 1.140 + VAT
Membership Package 2	€ 50 / free for Students (by nominatio of the a Pofessor) free for company members

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)	
Membership Package 1	all benefits for the company
Membership Package 2	only special events
Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	wo don´t have (and want) HR providers as members
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	direct contact with our board members
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	all memberships are renewal -without any special offer
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	no, and some are members for decardes. good to think about it.
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	exchange of best practice.



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, March 16, 2016 3:02:38 PM
Last Modified: Wednesday, March 16, 2016 3:24:37 PM
Time Spent: 00:21:58
IP Address: 109.154.178.141

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	CIPD (Chartered Institute of People Development)
Respondent's name	Bob Morton
Respondent's job title	Chairman, CIPD Enterprises Ltd.
Country	UK
Foundation Year	1913
Number of members	140,000.

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Best practice manual,

Career support,

Career talks for different levels of HR professionals ,

Communities of practice for each industry,

Conferences,

Discounts for registering to the partners' events ,

E-learning, National surveys on HR topics ,

Networking events, Newsletters,

Online forums / platforms on HR Topics ,

Social Media Platform,

The events provided by the association to be recognized as academic qualifications (credits) for the participants ,

Training sessions, Web conferences/meetings,

Workshops, Mobile app,

Legislative initiatives and lobby activities,

HR Awards, HR Qualifications,

HR Magazines and Journals, HR Jobs Platform,

HR Exhibitions

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	HR Qualifications
2	Training sessions
3	Networking events
If the benefits are not listed above, please specify them in the box bellow:	Communities of practice i.e. L&D, Senior HR Group, Reward

Q4: What types of membership does your association provide?

Individual Membership, Company Membership, Academic Membership, Student Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	70
Company Membership	2
Academic Membership	8
Student Membership	20
Other types	0

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Chartered Membership
Membership Package 2	Chartered Fellow
Membership Package 3	Chartered Companion
Membership Package 4	Associate/Academic
Membership Package 5	Affiliate

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	£252
Membership Package 2	£291
Membership Package 3	£291
Membership Package 4	£222
Membership Package 5	£345

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	http://www.cipd.co.uk/membership/benefits/
Membership Package 2	http://www.cipd.co.uk/membership/benefits/
Membership Package 3	http://www.cipd.co.uk/membership/benefits/
Membership Package 4	http://www.cipd.co.uk/membership/benefits/
Membership Package 5	http://www.cipd.co.uk/membership/benefits/

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:

No

Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?

Student membership and qualifications and senior events

Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	No
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	Yes - discounts and offers on conferences and events
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Mobile app, Newsletter, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	Professional Standards

#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 17, 2016 2:44:32 PM
Last Modified: Thursday, March 17, 2016 3:12:48 PM
Time Spent: 00:28:16
IP Address: 95.43.237.14

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	Bulgarian Association for People Management (BAPM)
Respondent's name	Genoveva Bakardjieva
Respondent's job title	Executive Director
Country	Bulgaria
Foundation Year	2000
Number of members	850 (individual +corporate)

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Career support,
Conferences,
Discounts for registering to the partners' events,
HR Exhibitions, HR Qualifications, HR Awards,
Workshops, Web conferences/meetings,
Training sessions, Social Media Platform,
Online forums / platforms on HR Topics,
Newsletters, Networking events,
Information from HR suppliers (suppliers directory),
Other (please specify)
Non-formal regular meetings - presenting new ideas/practicies

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Best practice events
2	Conferences
3	HR Awards

Q4: What types of membership does your association provide?

Company Membership, Individual Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	60
Company Membership	40

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Individual
Membership Package 2	Corporate - small companies
Membership Package 3	Corporate - medium companies
Membership Package 4	Corporate - big companies
Membership Package 5	Studens/Pensioners

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	40 euro/per calendar year
Membership Package 2	125 euro/per calendar year
Membership Package 3	250 euro/per calendar year
Membership Package 4	400 euro/per calendar year
Membership Package 5	20 euro/per calendar year

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	newsletters, social media platform, career support program, HR awards, some events
Membership Package 2	newsletters, social media platform, career support program, HR awards, some events
Membership Package 3	newsletters, social media platform, career support program, HR awards, some events
Membership Package 4	newsletters, social media platform, career support program, HR awards, some events
Membership Package 5	newsletters, social media platform, career support program, HR awards, some events

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	no
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	media, presentations, business sectors associations,events,recommendation from current members
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	no
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	free conference passes, free coaching sessions, books
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Phone, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	Exchange of speakers, regional projects

#14

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 17, 2016 2:56:30 PM
Last Modified: Thursday, March 17, 2016 3:30:49 PM
Time Spent: 00:34:19
IP Address: 185.26.36.164

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	Deutsche Gesellschaft für Personalführung (DGFP)
Respondent's name	Barbara Orlik
Respondent's job title	International Manager
Country	Germany
Foundation Year	1952
Number of members	2500 in total, out of which 1500 ordinary members

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Career support,

Communities of practice for each industry,

Conferences, HR Magazines and Journals,

HR Qualifications, HR Awards,

Legislative initiatives and lobby activities,

National surveys on HR topics, Networking events,

Training sessions, Web conferences/meetings,

Workshops,

Other (please specify)
Publication of specialised HR books

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Communities of practice for each industry
2	Training sessions
3	HR Magazines and Journals

Q4: What types of membership does your association provide?

Individual Membership, Company Membership,

Student Membership,

Other (please specify):
Only companies with HQ in Germany can become ordinary members! However, extraordinary membership is offered to (i) companies (HR providers); (ii) individuals (including academics); (iii) students; (iv) young professionals

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	5
Company Membership	80
Student Membership	5
Other types	10

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	ordinary membership for companies
Membership Package 2	extraordinary membership for companies (HR providers)
Membership Package 3	extraordinary membership for individuals
Membership Package 4	extraordinary membership for students
Membership Package 5	extraordinary membership for young professionals

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	varying % of the annual payroll dependant on the size of the company
Membership Package 2	750
Membership Package 3	250
Membership Package 4	100
Membership Package 5	150

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	(i) experience exchange groups (over 100 communities of practice); (ii) HR journal
Membership Package 2	(i) 1 specific community of practice; (ii) HR Journal
Membership Package 3	(i) HR Journal
Membership Package 4	(i) Young Professional network; (ii) HR Journal
Membership Package 5	(i) Young Professional network; (ii) HR Journal

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them: Yes

Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient? Participation in external events

Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient? No

Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention) No

Q13: What channels are you using to inform the members about the events / activities / services offered by your association? Email, Phone, Social media, Website,

Other (please specify)
Print mailings Flyer Newsletter announcements

Q14: Areas of interest you would like to discuss further with the other EAPM associations:	(1) How to enhance bilateral cooperations/meetings between EAPM members; (2) Possiblities to faciltate contacts between companies of membership countries

#15

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, March 18, 2016 5:20:53 PM
Last Modified: Friday, March 18, 2016 5:32:45 PM
Time Spent: 00:11:52
IP Address: 217.30.176.9

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	The Finnish Association for Human Resource Management
Respondent's name	Marita Salo
Respondent's job title	Executive Director
Country	Finland
Foundation Year	1990
Number of members	about 3000

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Career support,

Career talks for different levels of HR professionals ,

Conferences,

Discounts for registering to the partners' events ,

E-learning, HR Exhibitions, HR Jobs Platform,

HR Awards,

The events provided by the association to be recognized as academic qualifications (credits) for the participants ,

Training sessions, Web conferences/meetings,

Workshops, Social Media Platform,

Online forums / platforms on HR Topics ,

Newsletters, Networking events,

Information from HR suppliers (suppliers directory)

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Networking events
2	Web conferences/meetings
3	Conferences

Q4: What types of membership does your association provide?

Student Membership, Company Membership,

Individual Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	90
Company Membership	10
Student Membership	0

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Company membership Silver
Membership Package 2	Company membership Gold
Membership Package 3	Company membership Platinum
Membership Package 4	Individual membership

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	1000
Membership Package 2	3000
Membership Package 3	5000
Membership Package 4	140

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	exclusivity in specific field, covers several individuals, discounts, maximum visibility
Membership Package 2	covers several individuals, discounts, premium visibility
Membership Package 3	access to our network, discounts, visibility

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	company memberships
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	e-services
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	no
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	yes, free membership for chapter leaders
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	e-services

#16

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, March 21, 2016 2:19:08 PM
Last Modified: Monday, March 21, 2016 2:35:49 PM
Time Spent: 00:16:40
IP Address: 81.82.231.18

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	Personnel Managers Club - PMClub
Respondent's name	Inez Senecaut
Respondent's job title	President
Country	Belgium
Foundation Year	1072
Number of members	250

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events,
Discounts for registering to the partners' events ,
Networking events, Newsletters,
Social Media Platform

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Best practice events
2	Networking events
3	Discounts for registering to the partners' events

Q4: What types of membership does your association provide?

Individual Membership, Company Membership,
Other (please specify):
Partership for consultancy firms

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	90
Company Membership	6
Academic Membership	0
Student Membership	0
Other types	4

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Nominatief (nominatif) membership
Membership Package 2	Company membership
Membership Package 3	Associated membership

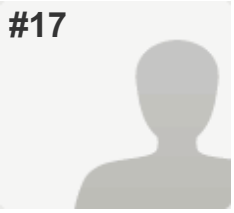
Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	Individual/ Nominatif = €545
Membership Package 2	Company = € 975 for 2max. persons/event
Membership Package 3	Associated = €2145 for 1-6 members, max.2p/event

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	full service : events (all for free) , information,...
Membership Package 2	the same
Membership Package 3	the same

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	yes, see associated membership-
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	advertising of the events in HR & management media + own mailings
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	We renew the membership automatically (it is mentioned online and on the invoice)
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	no
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website, Other (please specify) newspapers, adverts in an HR magazine
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	sources of revenue of the associations - membership, partnering, other associations??



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, March 21, 2016 5:33:31 PM
Last Modified: Monday, March 21, 2016 5:47:48 PM
Time Spent: 00:14:17
IP Address: 185.122.133.218

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	CIPD Ireland
Respondent's name	Mary Connaughton
Respondent's job title	Director
Country	Ireland
Foundation Year	1940
Number of members	5000

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events,

Communities of practice for each industry,

Conferences, HR Exhibitions,

HR Magazines and Journals, HR Qualifications,

HR Awards,

Legislative initiatives and lobby activities,

National surveys on HR topics, Networking events,

Newsletters,

Online forums / platforms on HR Topics,

Social Media Platform,

The events provided by the association to be recognized as academic qualifications (credits) for the participants

,

Training sessions, Workshops

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	HR Qualifications
2	Best practice events
3	HR Magazines and Journals

Q4: What types of membership does your association provide?	Individual Membership, Company Membership, Academic Membership, Student Membership, Other (please specify): Affiliate (don't have to demonstrate HR expertise)

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	74
Company Membership	1
Academic Membership	5
Student Membership	20
Other types	0

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Chartered Fellow/Companion/Academic Fellow
Membership Package 2	Chartered Member/Academic member
Membership Package 3	Associate member/Academic associate
Membership Package 4	Student
Membership Package 5	Affiliate

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	UK 194
Membership Package 2	UK168
Membership Package 3	UK148
Membership Package 4	UK90
Membership Package 5	UK 230

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	Events, magasines, website, updates
Membership Package 2	Events, magasines, website, updates
Membership Package 3	Events, magasines, website, updates
Membership Package 4	Events, magasines, website, updates
Membership Package 5	Events, magasines, website, updates

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	There is no membership category. they may sponsor events
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Recommended by other members. Required on job advertisements
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	Only for members who have not paid on time
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	No
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website

Q14: Areas of interest you would like to discuss further with the other EAPM associations:

Research

#18

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, March 23, 2016 6:02:51 PM
Last Modified: Wednesday, March 23, 2016 6:12:18 PM
Time Spent: 00:09:26
IP Address: 80.235.17.110

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	Estonian Human Resource Management Association PARE
Respondent's name	Ene Olle
Respondent's job title	Managing director
Country	Estonia
Foundation Year	1992
Number of members	335

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Career support,

Career talks for different levels of HR professionals ,

Conferences, Workshops, Training sessions,

The events provided by the association to be recognized as academic qualifications (credits) for the participants ,

Social Media Platform, Online shared toolkits,

Online forums / platforms on HR Topics ,

Newsletters, Networking events,

Legislative initiatives and lobby activities,

HR Awards, HR Qualifications,

Discounts for registering to the partners' events

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Conferences
2	Discounts for registering to the partners' events
3	Best practice manual

Q4: What types of membership does your association provide?

Student Membership, Company Membership,

Individual Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	30
Company Membership	70

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	individual member
Membership Package 2	small company membership
Membership Package 3	big company membership
Membership Package 4	student

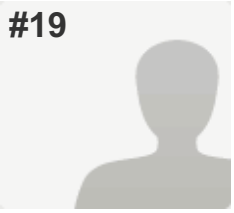
Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	75
Membership Package 2	255
Membership Package 3	445
Membership Package 4	25

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	networking, participation in workshops, parenet user
Membership Package 2	networking, participation in workshops, parenet user
Membership Package 3	networking, participation in workshops, parenet user
Membership Package 4	networking, participation in workshops, parenet user

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	no
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	social media, conference, trainings, qualification system
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	no
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	for active members 1 special training day
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Phone, Social media, Website, Other (please specify) Intranet
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	how to be more sucessful with recruiting new members



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, March 29, 2016 11:53:53 AM
Last Modified: Tuesday, March 29, 2016 12:16:53 PM
Time Spent: 00:22:59
IP Address: 217.27.216.160

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	Association for People Management Hungary
Respondent's name	Borosné Szűts Ildikó
Respondent's job title	president
Country	Hungary
Foundation Year	1990
Number of members	75

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)	Best practice events, Conferences, Discounts for registering to the partners' events, HR Magazines and Journals, HR Awards, National surveys on HR topics, Networking events, Newsletters, Workshops

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Conferences
2	Newsletters
3	HR Awards

Q4: What types of membership does your association provide?	Individual Membership, Company Membership, Student Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	30
Company Membership	60
Student Membership	10

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	80 000 HUF/year/company 50-250 employer
Membership Package 2	120 000 HUF/year/company 250-500 employer
Membership Package 3	150 000 HUF/year/company above 500 employer
Membership Package 4	24 000 HUF/year/person-individual
Membership Package 5	2 000 HUF/person-student

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	266 EUR/year/company
Membership Package 2	400 EUR/year/company
Membership Package 3	500 EUR/year/company
Membership Package 4	80 EUR/person-individual/year
Membership Package 5	6 EUR/person-student/year

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	-
Membership Package 2	-
Membership Package 3	-
Membership Package 4	-
Membership Package 5	-
Membership Package 6	-

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	no
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Conferences, discounts
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	-
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	yes
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Website, Other (please specify) Facebook, LinkedIn
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	-

#20

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 31, 2016 3:45:38 PM
Last Modified: Thursday, March 31, 2016 4:16:18 PM
Time Spent: 00:30:40
IP Address: 77.29.254.107

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	Macedonian Human Resources Association
Respondent's name	Ivana Hristova
Respondent's job title	Executive assistant
Country	Republic of Macedonia
Foundation Year	2009
Number of members	120

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events,
Career talks for different levels of HR professionals ,
Conferences,
Discounts for registering to the partners' events ,
HR Exhibitions , HR Magazines and Journals ,
HR Awards , National surveys on HR topics ,
Workshops , Social Media Platform , Newsletters,
Networking events

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Best practice events
2	Networking events
3	Training sessions

Q4: What types of membership does your association provide?

Individual Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	100

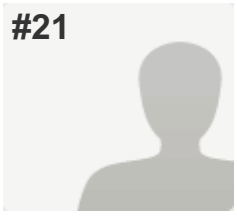
Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Individual membership

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	20

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)	
Membership Package 1	Regular information about HR trends,topics, events (free of charge or with discounts only for them as a members), opportunity for active participation in MHRA's projects (writing, working as a consultants etc.) opportunity for visiting networking HR events once a month, writhing articles for the HR magazines for their promotion, opportunity for using the MHRA's network for important HR announcements ect...
Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	No
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Networking events for visability (free of charge) on interesting tHR topics with one or two well-known presenters...
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	No
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	We extend the collaboration with our members (who have the longest membership) on a several ways, but mostly by giving them recognition for their loyalty and contribution (certificate of appreciation) and they are the first ones for nomination when there is a change in the Board structure or new elections.
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Phone, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	What the other EAPM associations are offering to their members, what practices do they have in order to attract and retain their members?.....Joint project applications; HR surveys on European level; Sharing HR best practices from each country; Recommendations (guiding) from the well-developed associations to the smaller and younger ones for their easier growth and organizational development ect...



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 31, 2016 11:43:25 PM
Last Modified: Thursday, March 31, 2016 11:52:32 PM
Time Spent: 00:09:07
IP Address: 109.33.52.85

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	NVP
Respondent's name	Job Voorhoeve
Respondent's job title	Chairman
Country	The Netherlnads
Foundation Year	1965
Number of members	3500

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)	Networking events, Newsletters, Online forums / platforms on HR Topics , Social Media Platform, The events provided by the association to be recognized as academic qualifications (credits) for the participants , Training sessions, Web conferences/meetings, Workshops, National surveys on HR topics , Mobile app, Legislative initiatives and lobby activities , HR Awards, HR Qualifications, HR Magazines and Journals , HR Jobs Platform, HR Exhibitions, E-learning, Discounts for registering to the partners' events , Conferences, Communities of practice for each industry , Career talks for different levels of HR professionals , Best practice manual, Best practice events

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Best practice events
2	HR Qualifications
3	HR Magazines and Journals

Q4: What types of membership does your association provide?	Student Membership, Company Membership, Individual Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	75
Company Membership	10
Student Membership	15

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Membership
Membership Package 2	Collective (company) membership
Membership Package 3	Junior membership

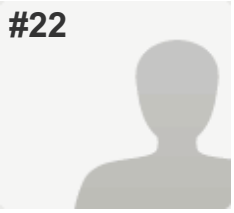
Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	227
Membership Package 2	225
Membership Package 3	127

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	All
Membership Package 2	All
Membership Package 3	All

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	No
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	Marketing, member recruit members, social media
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	?
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	No
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website, Other (please specify) Events
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	Best practices in actracting new and retaining members



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Sunday, April 24, 2016 10:22:37 PM
Last Modified: Sunday, April 24, 2016 11:41:51 PM
Time Spent: 01:19:14
IP Address: 82.78.248.214

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	HR Club (The Romanian Association of HR Professionals)
Respondent's name	Florina Dinca
Respondent's job title	Membership Coordinator
Country	Romania
Foundation Year	2004
Number of members	400 +

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Workshops, Social Media Platform, Newsletters,

Networking events,

Legislative initiatives and lobby activities,

Information from HR suppliers (suppliers directory),

HR Awards, HR Jobs Platform, HR Exhibitions,

Discounts for registering to the partners' events,

Conferences,

Communities of practice for each industry,

Best practice manual, Best practice events,

Other (please specify)
HR Club Next Generation Summer School (program for students in human resources)

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Conferences
2	HR Awards
3	Best practice events

Q4: What types of membership does your association provide?

Individual Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	100
Company Membership	0
Academic Membership	0
Student Membership	0
Other types	0

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Gold
Membership Package 2	Silver
Membership Package 3	Bronze
Membership Package 4	-
Membership Package 5	-
Membership Package 6	-

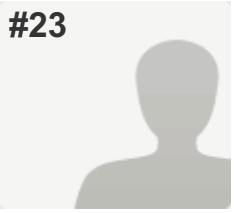
Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	500
Membership Package 2	250
Membership Package 3	150
Membership Package 4	-
Membership Package 5	-
Membership Package 6	-

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	The possibility to organize/initiate Coffee Talk meetings (available only for HR practitioners), Communities of practice on industries, Discount for HR Best Practices Manual, Discounts for partner events, HR Club members list, HR Club Newsletter, HR Club studies and reports, Priority for the registration to the HR Partner Meetings, Best Practices Seminars, Summer Networking Party, National Conference
Membership Package 2	The possibility to organize/initiate Coffee Talk meetings (available only for HR practitioners), Communities of practice on industries, Discount for HR Best Practices Manual, Discounts for partner events, HR Club members list, HR Club Newsletter, HR Club studies and reports, Priority for the registration to the HR Partner Meetings, Best Practices Seminars
Membership Package 3	The possibility to organize/initiate Coffee Talk meetings (available only for HR practitioners), Communities of practice on industries, Discount for HR Best Practices Manual, Discounts for partner events, HR Club members list, HR Club Newsletter, HR Club studies and reports, Priority for the registration to the HR Partner Meetings
Membership Package 4	-
Membership Package 5	-
Membership Package 6	-

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	No, but we are offering the possibility of adding to the membership package one of the 3 Provider Extra Options Packages (Online Provider, Newsletter Provider, Presentation Provider)
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	We initiate new members campaigns offering: a free extra month of membership (e.g. when joining the association in November or December of the year, one receives the membership package for the entire following year) / free business books / free best practices manual
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	Yes. When renewing the membership before the specified deadline, the members have the possibility to offer on our behalf a free membership to a HR practitioner who has never been a HR Club member before
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	No.
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Social media, Website
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	-



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, April 26, 2016 1:57:59 PM
Last Modified: Tuesday, April 26, 2016 2:11:28 PM
Time Spent: 00:13:28
IP Address: 213.197.134.50

PAGE 1: Membership Value, Services & Benefits

Q1: Demographic information.

The name of the association	Lithuanian Association of HR professionals
Respondent's name	Solveiga Grudiene
Respondent's job title	Chair of the Board
Country	Lithuania
Foundation Year	2006
Number of members	130

Q2: What type of benefits is your association providing for its members? (Please tick all the services provided by your association)

Best practice events, Conferences, Discounts for registering to the partners' events, HR Jobs Platform, HR Qualifications, HR Awards, Information from HR suppliers (suppliers directory), National surveys on HR topics, Networking events, Newsletters, Training sessions, Workshops

Q3: Which of the membership benefits provided do you consider to be the most appreciated by your members? (Please specify a maximum of 3 most appreciated benefits)

	Membership Benefits
1	Training sessions
2	Workshops
3	Best practice events

Q4: What types of membership does your association provide?

Individual Membership, Company Membership, Student Membership

Q5: For each type of membership, please approximate the percentage of members from the total number of members of your organization.

Individual Membership	10
Company Membership	89
Academic Membership	0
Student Membership	1

Q6: Which are the names of the membership packages available in your association?

Membership Package 1	Individuals
Membership Package 2	JUR MINI (Companies with less than 10 employes)
Membership Package 3	JUR 1 (up to 2 persons participating from organization)any)
Membership Package 4	Jur 2 (more than 2 persons participating from the organization)
Membership Package 5	Students

Q7: Which is the fee paid for each of the membership packages? (please convert the fee in euro currency rate)

Membership Package 1	145
Membership Package 2	290
Membership Package 3	435
Membership Package 4	725
Membership Package 5	72

Q8: Which are the benefits covered by the membership fee for each of the available packages? (please include only events / resources / services with no additional cost)

Membership Package 1	regular package - free of charge all events, discount for partners events
Membership Package 2	regular package -regular package for one representative from organization
Membership Package 3	regular package for up to 2 representatives from organization
Membership Package 4	regular package for 3-5 representatives from organization
Membership Package 5	regular package

Q9: Do you offer different membership benefits for HR providers? If yes, please specify them:	no
Q10: Which are the methods you are using in order to attract more new members? Can you specify the ones you find to be the most efficient?	perswonal contacts, recommendations, possibility to participate in several events for free
Q11: Have you ever applied membership offers for the renewal process? If the answer is yes, which of them do you find to be the most efficient?	yes, personal contact and invitation
Q12: Do you have any methods to reward the members for their loyalty? (practices to increase retention)	no
Q13: What channels are you using to inform the members about the events / activities / services offered by your association?	Email, Newsletter, Phone, Social media, Website, Other (please specify) During events - info about what will be in the nearest future.
Q14: Areas of interest you would like to discuss further with the other EAPM associations:	different membership packages; certification; commercial activities of associations