

Coverage of the Survey

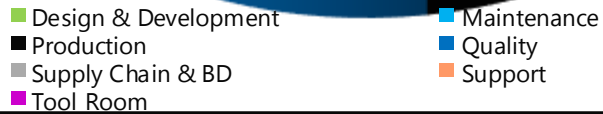
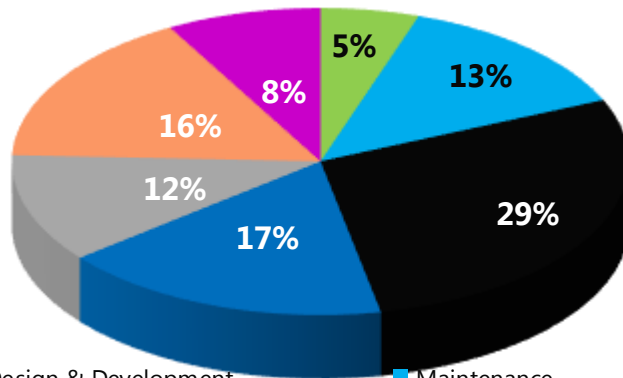


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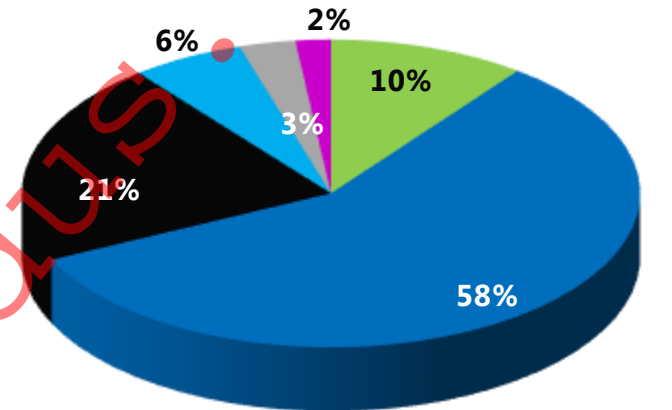
Total Sample Size – 287

Participation Rate – 94% (271)

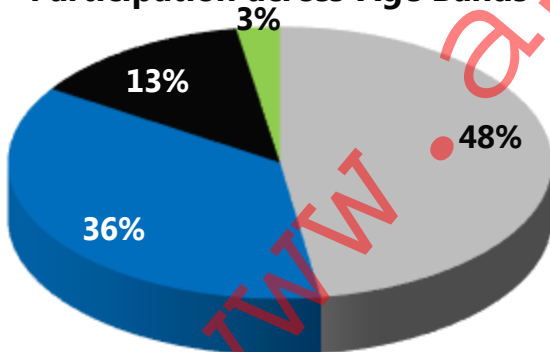
Participation across Departments



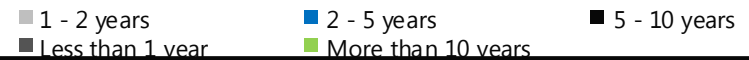
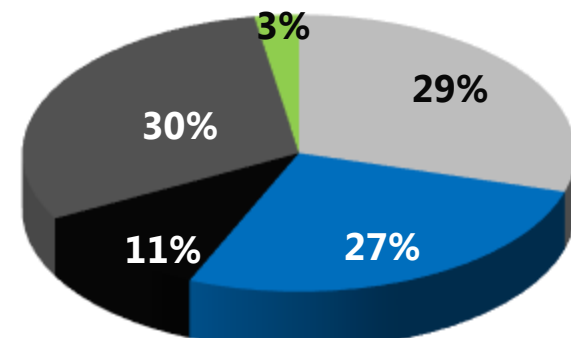
Participation across Responsibility Levels



Participation across Age Bands



Participation across Experience Levels



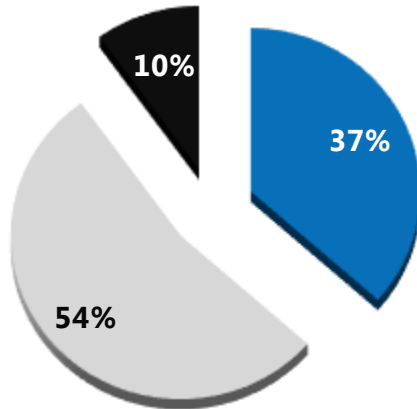
Summary of Results



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Employee Engagement Survey Results

Overall Engagement Level



■ Engaged % ■ Fence Sitters % ■ Disengaged %

Things working well

- ↳ Nature of Work
- ↳ Organizational Identity
- ↳ Working Relationship

Areas of concern

- ↳ Reward & Recognition
- ↳ People Practices
- ↳ Working Environment

Key Highlights

5.

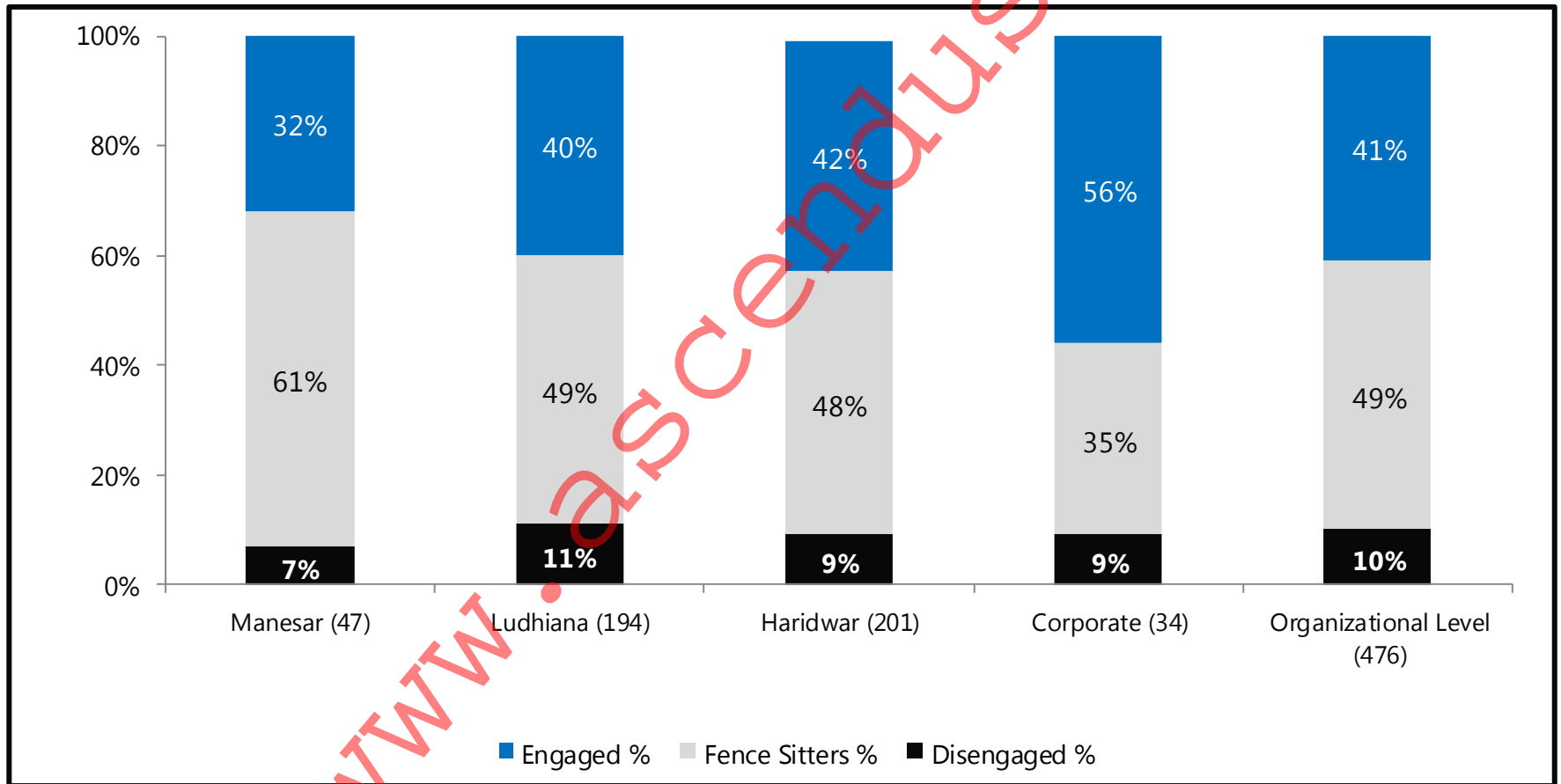
Detailed Survey Results



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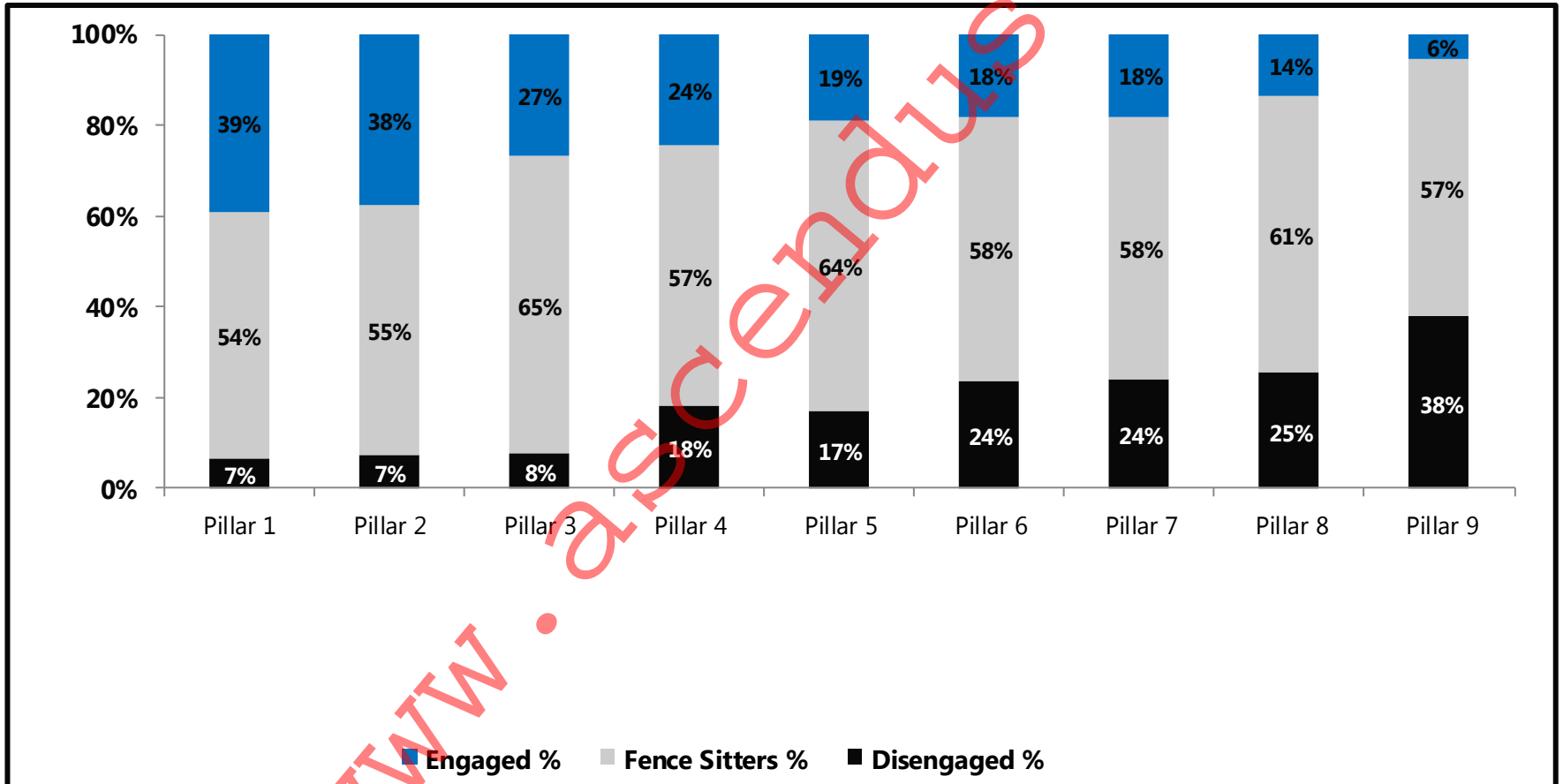
Engagement Scores across Locations

Key Highlights



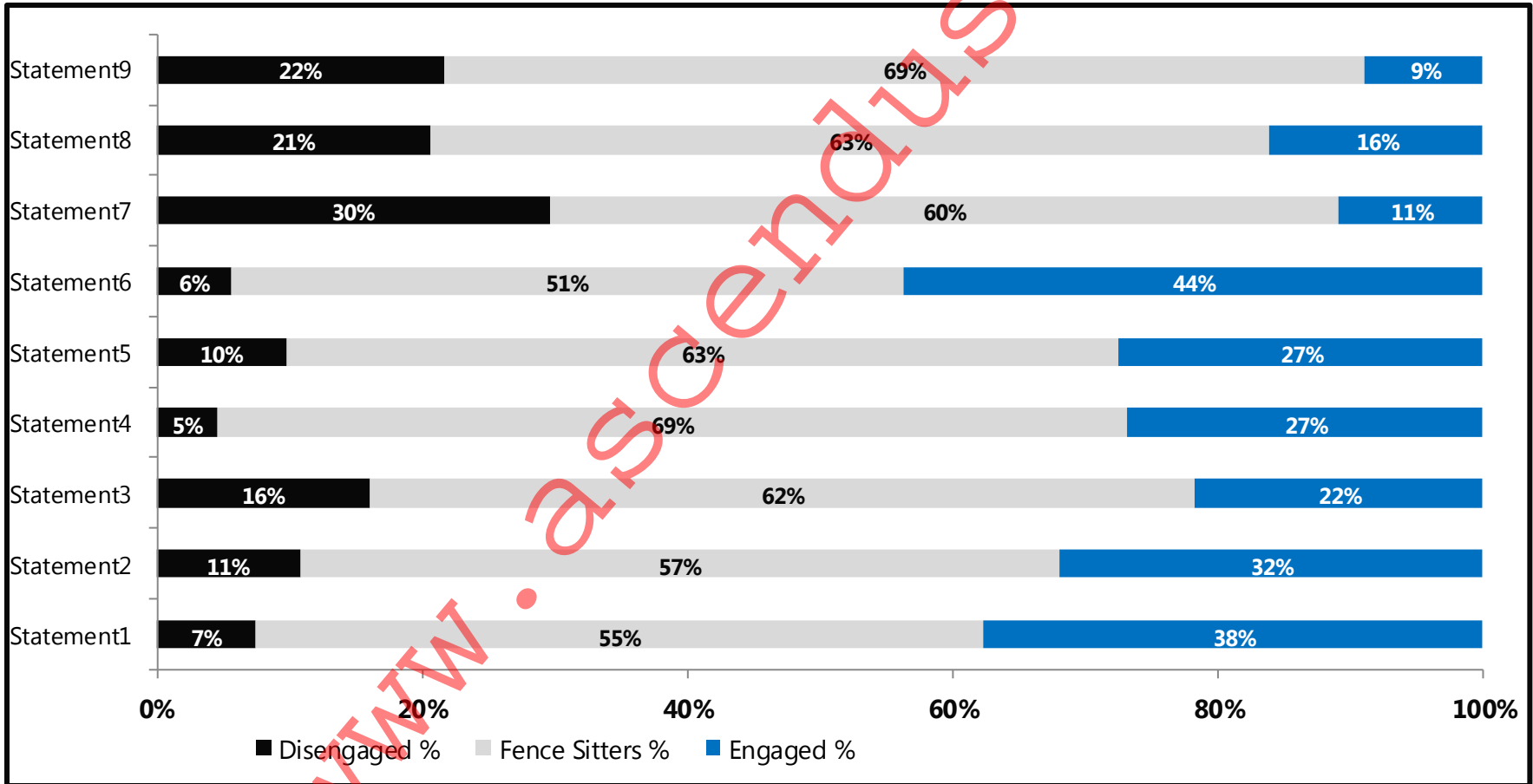
Pillar-wise Engagement Level - Overall

Key Highlights



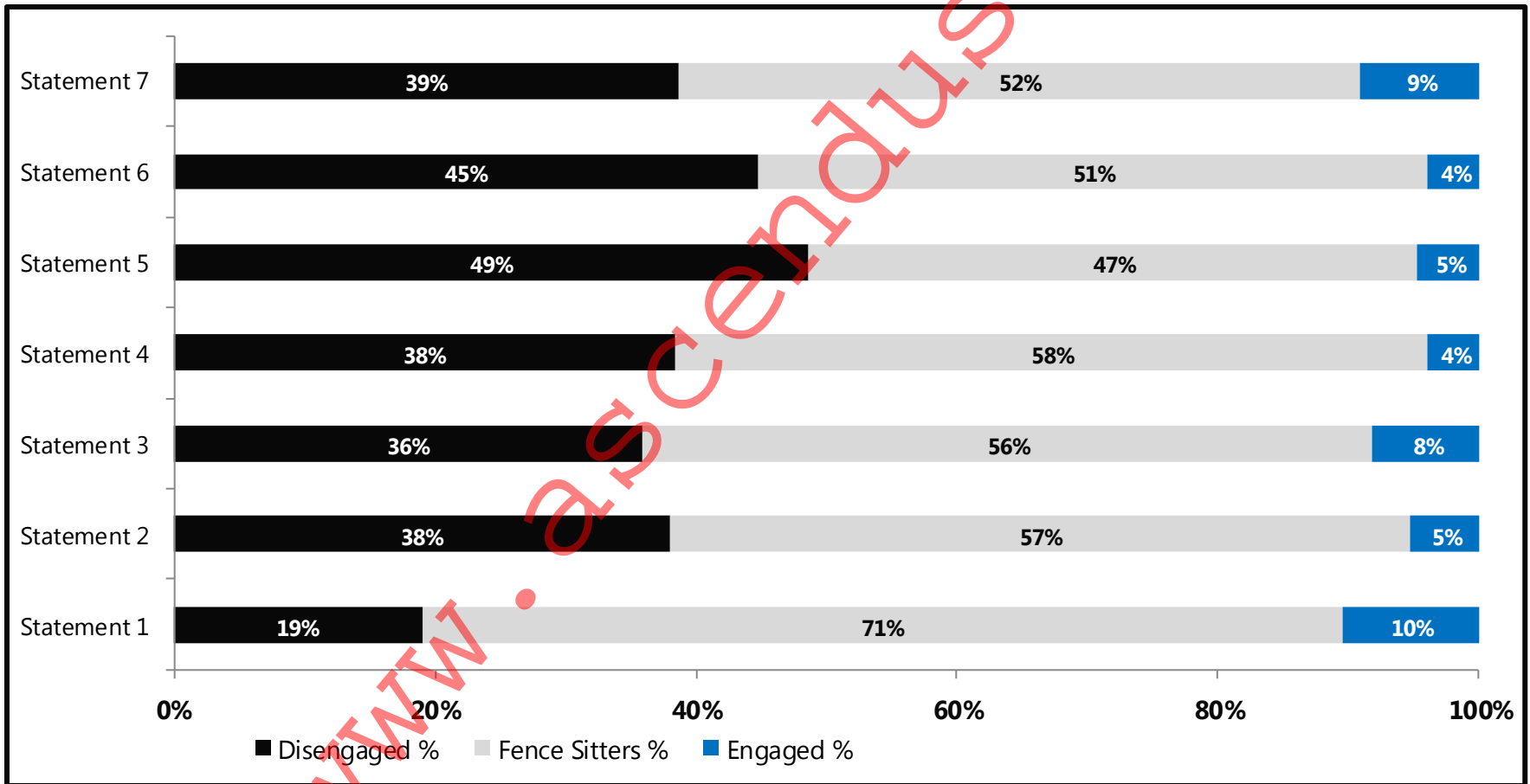
Statement-wise Engagement Levels Pillar 1(27%)

Key Highlights



Statement-wise Engagement Levels Pillar 2(6%)

Key Highlights



Engagement Pillars

Pillar 1(Engaged % only)

Statements	Responsibility Level						Age Group			
	Top Mgmt	Senior Mgmt	Middle Mgmt 1	Middle Mgmt 2	Junior Mgmt 1	Junior Mgmt 2	21-30 years	31-40 Years	41-50 Years	Above 50 Years
Statement	38%	55%	7%	38%	55%	7%	38%	55%	7%	38%
Statement	32%	57%	11%	32%	57%	11%	32%	57%	11%	32%
Statement	22%	62%	16%	22%	62%	16%	22%	62%	16%	22%
Statement	27%	69%	5%	27%	69%	5%	27%	69%	5%	27%
Statement	27%	63%	10%	27%	63%	10%	27%	63%	10%	27%
Statement	44%	51%	6%	44%	51%	6%	44%	51%	6%	44%
Statement	11%	60%	30%	11%	60%	30%	11%	60%	30%	11%
Statement	16%	63%	21%	16%	63%	21%	16%	63%	21%	16%
Statement	9%	69%	22%	9%	69%	22%	9%	69%	22%	9%

Engagement Pillars

Pillar 2(Engaged % only)

Statements	Responsibility Level						Age Group			
	Top Mgmt	Senior Mgmt	Middle Mgmt 1	Middle Mgmt 2	Junior Mgmt 1	Junior Mgmt 2	21-30 years	31-40 Years	41-50 Years	Above 50 Years
Statement	10%	71%	19%	10%	71%	19%	10%	71%	19%	10%
Statement	5%	57%	38%	5%	57%	38%	5%	57%	38%	5%
Statement	8%	56%	36%	8%	56%	36%	8%	56%	36%	8%
Statement	4%	58%	38%	4%	58%	38%	4%	58%	38%	4%
Statement	5%	47%	49%	5%	47%	49%	5%	47%	49%	5%
Statement	4%	51%	45%	4%	51%	45%	4%	51%	45%	4%
Statement	9%	52%	39%	9%	52%	39%	9%	52%	39%	9%

Overall - Theme Analysis

(What are the three best things about working for Your Company)

Pillars of Engagement Survey	Percentage
Pillar 1	22.27
Pillar 2	20.65
Pillar 3	18.29
Pillar 4	14.75
Pillar 5	12.39
Pillar 5	9.59
Pillar 6	0.88
Pillar 7	0.59
Pillar 7	0.44
Pillar 8	0.15



Top 3 Pillars

1. Pillar1
2. Pillar2
3. Pillar3

WWW

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