

Unlocking Engagement: How an Engagement survey enabled the creation of a sharp and focused engagement strategy



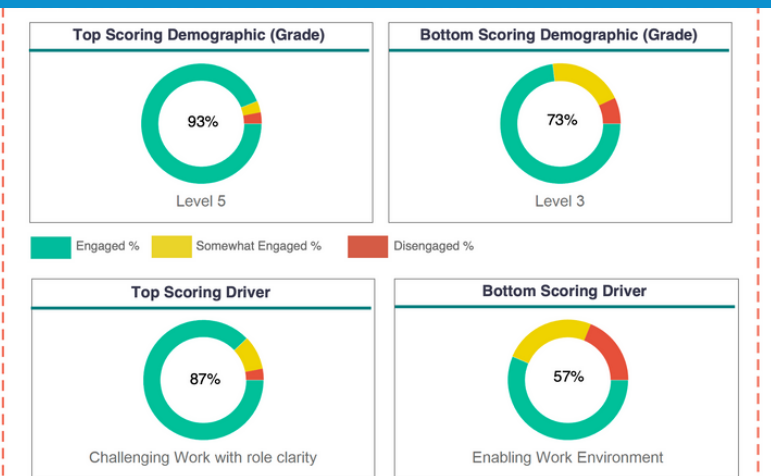
AT A GLANCE

Talent Voice is our proprietary Engagement and Pulse survey tool. It allows high customization and brings the unique ability for employees to offer improvement suggestions and vote on outcomes that resonate, thereby giving clients not only results but a ready set of solutions. Email us at contactus@talentonic.com to talk to the team.

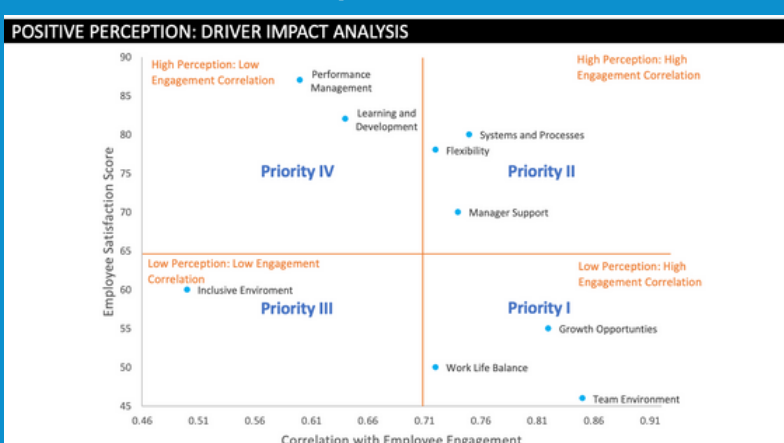
KEY QUESTIONS

- How did different cohorts vary in their perception of key parameters like work clarity, manager-employee relationship?
- Which drivers had the highest correlation with overall engagement?
- How did tenure, age and performance impact engagement?

Online Report Exhibit 1



Online Report Exhibit 2



BACKGROUND

Our client faced a challenge of attrition rates exceeding 20%, prompting the need for a comprehensive analysis to uncover the underlying causes of employee disengagement. The client operates within a diverse corporate landscape, comprising multiple Business Units and Operational teams. Additionally, the workforce encompassed a wide spectrum of age groups, tenures, and backgrounds.

SOLUTIONS

Talent Voice our proprietary Engagement and Pulse survey tool was used. This was a repeat client so improvement versus previous years could also be compared. Employing compelling prompts, strategic interventions were devised to bolster participation rates. The culmination of these endeavors yielded an impressive 94% employee participation in the survey, attesting to its resounding success.



Customized Questions Design

Our team worked with the client to create sharp insightful questions around 4 pillars. Inspiring Vision. Challenging Work. Enabling Environment & Managerial Support.



Employee Voting on Ideas

Employees offer open ended suggestions to the question "What one change would improve your experience"?. It also let them vote on solutions their colleagues offered.



Live Results Dashboard

A live dashboard with role wise access was given to the HR teams and other Business Leaders to view results and suggestions offered by their respective teams.

OUTCOMES

- 1 Identification of the Least Engaged Cohort**

The grade, location, age & tenure of the least engaged employees was identified. Their challenges and offered solutions were used in action planning.
- 2 Performance and Engagement were Linked**

Performance and Engagement had an inverse relationship. A concerted talent strategy was needed for the high performing critical cohort
- 3 Flexibility and Balance were Key Differentiators**

Cohorts which had a higher perception of flexibility and work life balance were more engaged. How to improve these areas for remaining cohorts was an area of action