

Americas Engagement Trends

Engagement Score

7.8

At TB

7.8

7.8

Employee Net Promoter Score

33

+2 pts above TB

53% Promoters

27% Passives

20% Detractors

Stay Intent

"Intent to stay in Capgemini for next 12 months"

7.9

At Capgemini

MoM -0.1

Participation

Aggregated*

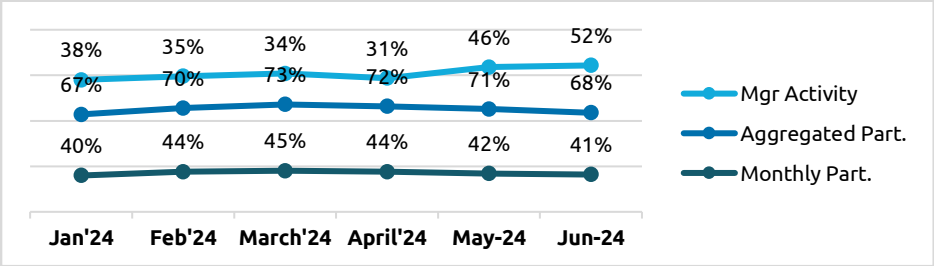
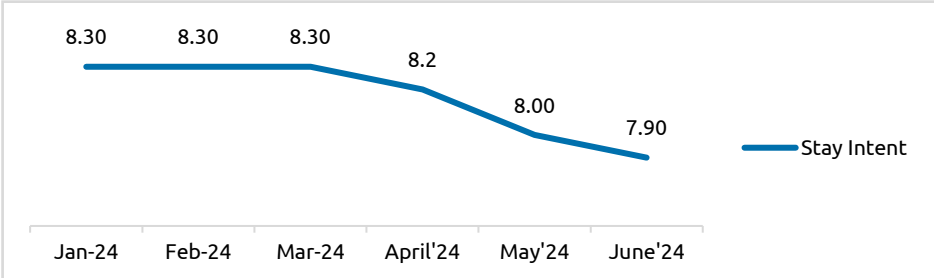
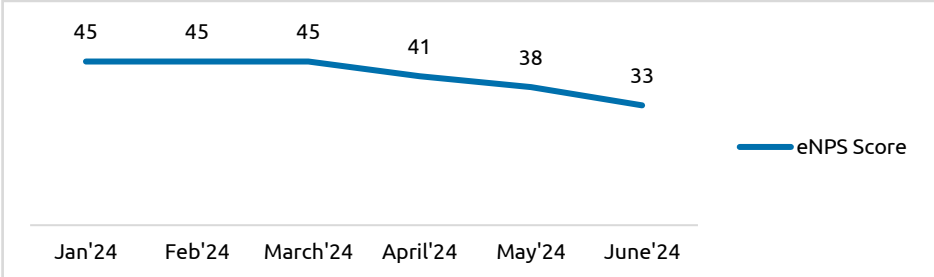
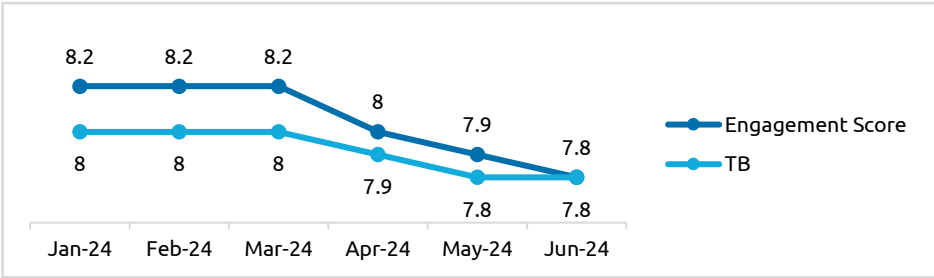
68%

Current month

41% (-1pp)

Active managers*

52% (+6pp)



DRIVER ANALYSIS

STRENGTHS			
Driver	Score	TB	Trend
Growth – Career Path	7.7	0.1 above TB	↘
Peer Relations – Quality	8.4	0.1 above TB	↘

FOCUS AREAS			
Drivers	Score	TB	Trend
Autonomy	8.0	0.2 below TB	↘
Autonomy – Remote Work	8.1	0.2 below TB	↘
Recognition	7.7	0.1 below TB	↘

Key Insights

- 1. **Strength segments:** Grade A, 1 year – 2 years tenure in Capgemini, 20-24 years age
- 2. **Priority segments:** Grade C, 5 years – 10 years tenure in Capgemini, and Compensation
- 3. **Pulse Dashboards:**
 - Regular dashboards to MU/Practise Leads on manager interaction scores
 - Regular reminders to those with 0% manager activity
 - Manager interaction improved from 26% in May to 28% in June
 - Manager activity improved from 46% in May to 52% in June
- 4. **Future focus to be on Engagement score** – communication on our initiatives & via People Manager program

***Aggregated:** Participated in at least one survey round during the last 6 months
***Manager Activity:** Manager has on average logged in at least once a month over the last quarter