COMMENT:

Do just that - Focus on the mission of saving lives through medical and vaccine developments. Stay out of politics

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100.0%

products continue focus future politics political patients great mission business stay make need feel pipeline like vaccines world medicines keep

COMMENT:

Actively promote continued work from home (remote working) for those who's jobs can be done remotely and have a preference to do so

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100.0%

home continue office time pandemic flexibility flexible remote allow would covid support like remotely feel life need also days balance

COMMENT:

Inclusion principles need to remain in the forefront of everyone's minds. With remote working, some positive social norms are falling by the wayside.

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30.77%

home continue office time pandemic flexibility flexible remote allow would covid support like remotely feel life need also days balance

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5.96%

resources health feel ensure support continue many team time need well like political right mental future leadership management keep issues

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63.27%

diversity inclusion continue great feel place make think keep also like would good culture always focus everyone different need time

COMMENT:

in the home office regime, I need to more time to finish the work to be done. I miss face-to-face interaction.

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31.22%

home continue office time pandemic flexibility flexible remote allow would covid support like remotely feel life need also days balance

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68.78%

team support time need continue face feel management managers better make focus great members ways well manager family pandemic would

COMMENT:

we need to have improved global processes/tools otherwise have additional resources to address and deliver the stakeholder "quality deliverables" within strict timelines.

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38.46%

processes systems process time need make many resources improve business simplify making tools much data reduce digital site better change

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61.54%

time resources need many projects support meetings focus processes tasks make better take global compliance staff needs systems also training

COMMENT:

decentralize decison making. let mid-level individual contributors be part of planning and decision making rather than sources of information for others.

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100.0%

leadership leaders need make culture management level business change decisions continue many managers ways senior needs organization making teams decision

COMMENT:

Work life balance; sufficient time to properly learn applicable systems, policies, and procedures, and apply that knowledge in the day to day

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11.31%

opportunities development career growth continue within provide support would better role grow also opportunity develop talent feel future great roles

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32.05%

life balance time better stress resources hours home personal need continue support many meetings would also help family feel pandemic

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34.16%

processes systems process time need make many resources improve business simplify making tools much data reduce digital site better change

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22.47%

time resources need many projects support meetings focus processes tasks make better take global compliance staff needs systems also training

COMMENT:

Better succession planning across a broader range of pay rates/bands to assure promotions/severance don't lead to critical knowledge gaps/discontinuity in compliance programs, etc.

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6.18%

barriers many remove need department time customers compliance good support slow make restrictions things departments business feel would difficult think

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60.94%

salary talent years compensation companies increase level competitive time make feel salaries would long better continue also benefits need experience

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5.05%

pipeline future need change organon keytruda product digital continue time also like business focus changes term strategy spin long leadership

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27.83%

opportunities development career growth continue within provide support would better role grow also opportunity develop talent feel future great roles

COMMENT:

More development options for those in bands 500 and 600. Some divisions do rotational roles across different depts. well but others not at all

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10.48%

salary talent years compensation companies increase level competitive time make feel salaries would long better continue also benefits need experience

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89.52%

opportunities development career growth continue within provide support would better role grow also opportunity develop talent feel future great roles

COMMENT:

Practice what we preach!! Ways of Working is a great start but we still are very conservative with making decisions and empowering our people.

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89.52%

leadership leaders need make culture management level business change decisions continue many managers ways senior needs organization making teams decision

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10.48%

diversity inclusion continue great feel place make think keep also like would good culture always focus everyone different need time

COMMENT:

simplify processes, policies and compliance in non-manufacturing processes. We are very good in overdesigning policies in order to be complete, but this is not creating an innovative and pro active culture.

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60.26%

barriers many remove need department time customers compliance good support slow make restrictions things departments business feel would difficult think

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39.74%

processes systems process time need make many resources improve business simplify making tools much data reduce digital site better change