

TASK 3: Employee Engagement survey

<https://forms.gle/zkuVgqUuxNfm15ac6>

Introduction:

This report presents the findings from the Employee Engagement Survey conducted among employees from various organizations including schools, banks, and hospitals. The survey aimed to assess employees engagement levels across multiple dimensions such as job satisfaction, work environment, leadership, growth opportunities, and overall commitment.

Respondent Demographics:

Organizations Represented:

- Ever Shine School
- The Smart School
- Habib Bank Limited (HBL)
- MS9
- Gims Hospital

Positions:

- Assistant Manager (20%)
- BD Consultant (20%)
- Receptionist (20%)
- Teacher (40%)

Key Findings:

1. Job Satisfaction:

Satisfaction with current role and responsibilities:

- 60% Agree, 20% Strongly Agree, 20% Strongly Disagree
- Most respondents are satisfied with their roles. However, one respondent indicated dissatisfaction.

Work contributes meaningfully to company goals:

- 60% Agree, 40% Strongly Agree
- Strong perception that work is aligned with organizational objectives.

2. Work Environment:

Positive working relationships:

- 40% Strongly Agree, 40% Agree, 20% Neutral
- Majority feel positive about their relationships with colleagues.

Supportive and inclusive environment:

- 40% Neutral, 40% Agree, 20% Strongly Agree
- Mixed responses indicate room for improvement in inclusivity and employee support.

Adequate resources and tools:

- 60% Neutral, 20% Agree, 20% Strongly Disagree
- Some employees feel resources are insufficient to perform their jobs efficiently.

3. Leadership and Communication:

Manager communicates clearly and provides feedback:

- 40% Strongly Agree, 40% Agree, 20% Disagree
- While most feel positively, one respondent feels feedback could be improved.

Leadership inspires and motivates:

- 40% Strongly Agree, 20% Agree, 40% Neutral
- Mixed feelings suggest leadership motivation is moderate and can be strengthened.

4. Growth and Development:

Opportunities for professional growth:

- 80% Agree, 20% Strongly Agree
- Majority feel there are sufficient growth opportunities.

Company recognizes and rewards achievements:

- 60% Agree, 40% Strongly Agree
- Positive perception of recognition and rewards.

5. Overall Engagement and Well-being:

Committed to staying with the company long-term:

- 40% Strongly Agree, 20% Agree, 40% Neutral
- While most are committed, some uncertainty exists.

Rarely feel stressed or overwhelmed:

- 40% Agree, 40% Neutral, 20% Disagree
- Mixed feelings on workplace stress.

Feel comfortable taking time off:

- 60% Agree, 20% Strongly Agree, 20% Neutral
- Most respondents feel supported to take leave when needed.

Receive feedback to improve role:

- 60% Neutral, 20% Strongly Agree, 20% Disagree
- Some see gaps in regular feedback and growth support.

Healthy work-life balance:

- 60% Neutral, 20% Strongly Agree, 20% Agree

Comfortable being oneself at work:

- 40% Strongly Agree, 60% Agree
- Respondents feel a positive sense of authenticity at work.

Open-Ended Feedback:

Suggestions for Improvement:

- Timings (work hours or scheduling adjustments).
- Working environment enhancements.
- One respondent indicated no changes needed.

Analysis and Insights:

Strengths:

- Employees generally satisfied with their roles and believe their work aligns with organizational goals.
- Positive working relationships and leadership are appreciated by most respondents.
- Recognition and growth opportunities are viewed favorably.
- Comfortable workplace culture allowing authenticity.

Areas for Improvement:

- Supportive and inclusive environment requires focus to raise overall positivity.
- Resources and tools need enhancement to help employees perform better.
- Feedback and communication by management could be more frequent and constructive.
- Work-life balance and stress management are transitional areas needing attention.
- Work timings and physical working environment suggested for review.

Conclusion:

The Employee Engagement Survey results show a generally positive workforce that feels aligned with company goals and valued for their contributions. However, improvements are desirable in feedback mechanisms, work environment, and employee well-being. Acting on these recommendations can help raise engagement levels and foster a more productive, motivated, and committed workforce. Continued monitoring and follow-up surveys will help measure progress and address emerging concerns.