



EMPLOYEE **ENGAGEMENT** SURVEY



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Our Employee Engagement Survey based on Sarah Cook's "WIFI" Model, is a dual-focused approach integrating both the satisfaction and engagement of employees in one framework. The survey measures shortfalls and the reasons, and generates extensive information, insight and suggestions for improvement plan of action.

EMPLOYEE ENGAGEMENT SURVEY

OUR ENGAGEMENT MODEL

WIFI

WIFI looks at the factors that can determine engagement. Like a wireless network, the WIFI model is invisible to the eye but once connected it allows you to work efficiently where ever you are. This state of 'flow' – the term used by the American Psychological Association to describe the state of mind in which people become completely involved in an activity and become so immersed that they lose track of time – is when an employee is highly engaged. When the network is down the employee becomes quickly disengaged and disaffected.



EMPLOYEE ENGAGEMENT

THINK

How positively the Employee thinks about the organization



Well Being



- *Feeling Valued*
- *Job Design and Resources*
- *Work-life Balance*
- *Employee Welfare*
- *Employer Branding*

FEEL

How positively the Employee feels about the organization



Information



- *Sense of Direction*
- *Organization Vision, Mission and Values*
- *Organization Strategic Goals*

DO

What positive and stretch actions the Employee takes for the success of the organization



Fairness



- *Recruitment and Selection*
- *Pay and Benefits*
- *Rewards and Recognition*
- *Career Development and Succession Planning*
- *Performance Management*
- *Learning and Development*

ADVOCATE

How positively the Employee speaks about the organization



Involvement



- *Voice of Employee*
- *Involvement with Team Members*
- *Involvement with Senior Managers*

OUR APPROACH

Understanding the objective and scope of the survey



Custom-designing the questionnaire



Setting-up the survey on the web



Response collection and follow-ups



Data analysis



Engagement Report preparation and presentation



Plan of action workshops



QUESTIONNAIRE AND REPORT HIGHLIGHTS

Questionnaire

Customized questionnaire based on validated drivers of WIFI Engagement Model

Qualitative response on specific areas

Report

- Easy to understand and interpret sections
- Customizable report content to the organization needs
- Visual representation of the data analysis
- Comprehensive report contents
- In-Depth Survey Details and Approach
- WIFI Model
- Engagement Score Overview – Graphical and Numerical
- A parameterized integrated analysis of response across demographics
- Driver-wise score interpretation and impact analysis
- Way forward section that takes the logic of the findings to its conclusion



ABOUT EXCELLMETRICS™ ONLINE SURVEY TOOL



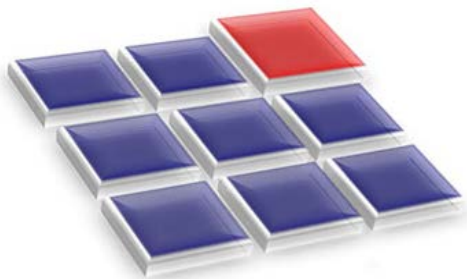
We use our proprietary tool **Excellmetrics™** to conduct the entire survey. Excellmetrics™ is a flexible, integrated, easy-to-use, hassle-free to administer, web-based tool and comes with a round-the-dock support. All the while, maintaining a strict confidentiality and anonymity in a true sense.

Excellmetrics™ offers the broadest range of features –

- Web-based interface
- Easy navigations
- User friendly survey templates
- Quick deployment
- Validated competency bank
- Secure data back-ups
- Round the clock support

Some of the other surveys and feedback services offered through Excellmetrics™ –

- *360 Degree Development Feedback*
- *Executive Personality Profiling*
- *Organization Image Survey*
- *Any customized surveys and feedback*



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