

## Vakrangee Limited - Employee Happiness Survey Report

Sample Size -800 employees

- WORK LIFE BALANCE
- COMPENSATION & BENEFITS
- EMPLOYEE-MANAGER RELATIONSHIP
- TEAMWORK & COLLABORATION

- WORK-LIFE BALANCE
- WORK CULTURE AND HAPPINESS
- CAREER GOALS GROWTH & DEVELOPMENT
- PERFORMANCE, REWARDS & RECOGNITION

- AUDIENCE: HEAD OFFICE & STATE OFFICE EMPLOYEES
- SURVEY TAKEN BY: 671 EMPLOYEES
- SURVEY COMPLETION RATE: 83.8 %
- NUMBER OF SURVEY QUESTIONS: 35



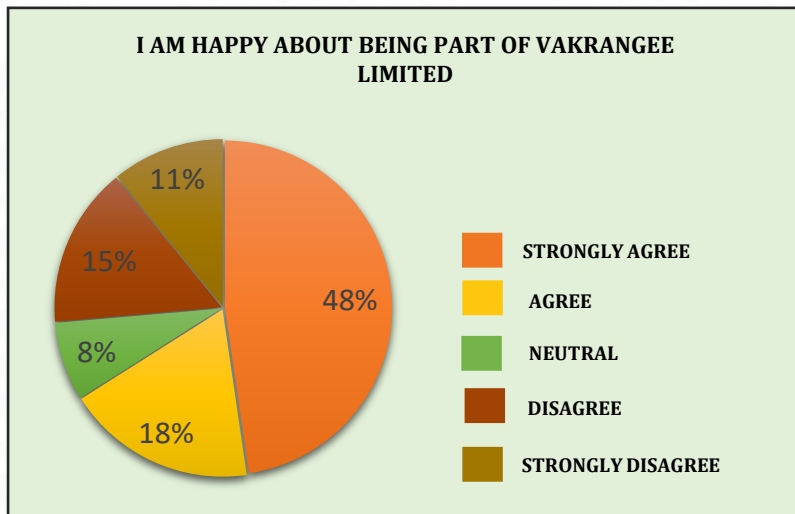
December 2020

## POSITIVES

- 82 % employees feel happy and proud working at Vakrangee Limited and are satisfied with their job responsibilities
- 45 % employees feel inspired and connected with the co-workers
- 61 % employees feel that their manager encourages collaboration in the team
- 68 % employees feel that their manager is committed to provide guidance and motivation
- 79 % employees feel that they can count on their peers in need of help
- 69% employees feel that their manager assigns challenging assessments to them and is successful in building trust amongst the team members
- 72 % employees feel that they receive constructive feedback from their manager and peers which help them improve their overall performance

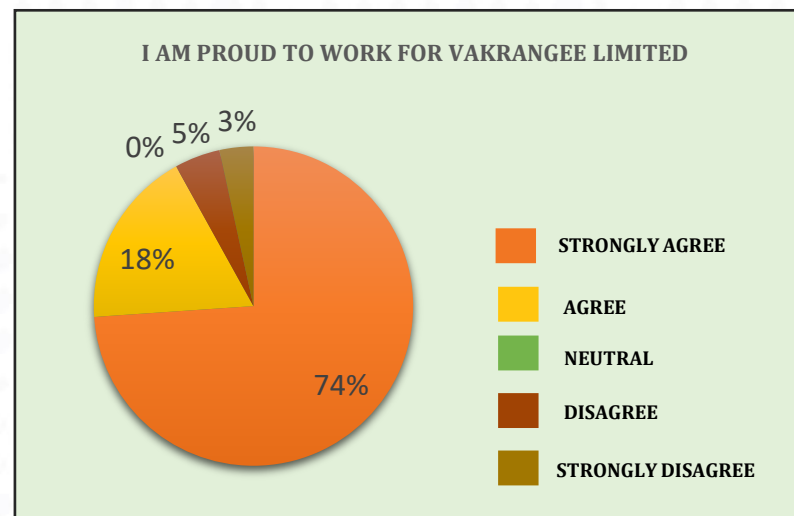
## IMPROVEMENT AREAS

- 55 % employees are not satisfied with the career path and promotion plan
- 60 % employees are not satisfied with the compensation offered for their job role
- 29 % employees feel the benefits provided are not commensurate with the industry standards
- 15 % employees feel the need to have an improved work culture
- 47 % employees feel that their personal and professional growth cannot be achieved in the organization
- 24 % employees feel overloaded and stressed because of the work assigned
- 57 % employees feel that Recreational/ Engagement activities are not carried out periodically
- 13 % employees will not recommend the company to friends and family
- 26 % employees feel that they are not recognized for their performance and extra-ordinary efforts

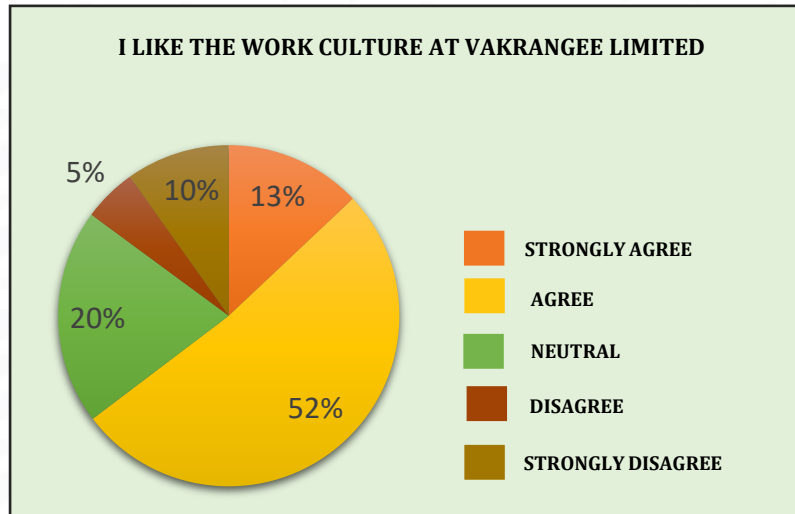


**Figure 1: Happy about being part of Vakrangee Limited**

## CAREER GOALS, GROWTH & DEVELOPMENT



**Figure 2: I am proud to work for Vakrangee Limited**

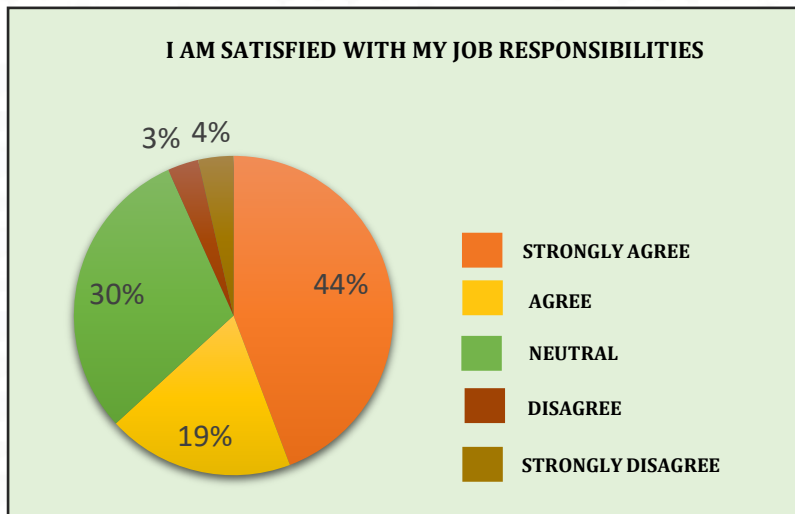


**Figure 3: Work Culture at Vakrangee Limited**

## CAREER GOALS, GROWTH & DEVELOPMENT

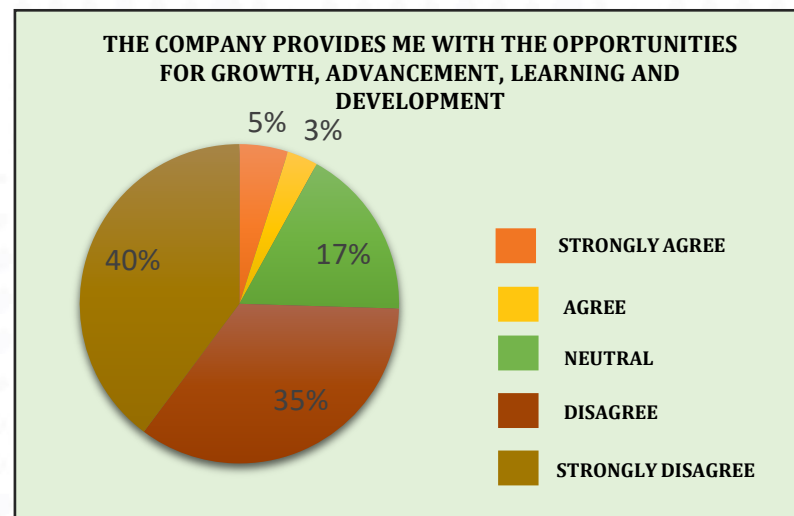


**Figure 4: Clear understanding of Career Goals**



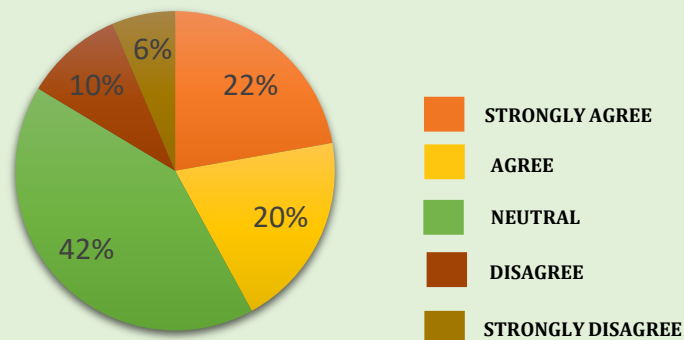
**Figure 5: Employee Satisfaction with job responsibilities**

## CAREER GOALS, GROWTH & DEVELOPMENT



**Figure 6: Opportunities for growth, advancement, learning and development**

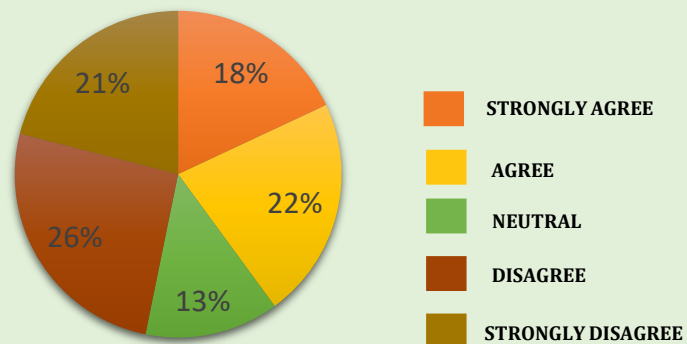
I CAN REACH TO MY FULL POTENTIAL IN THIS ORGANISATION BY USING MY SKILLSETS AND EXPERTISE



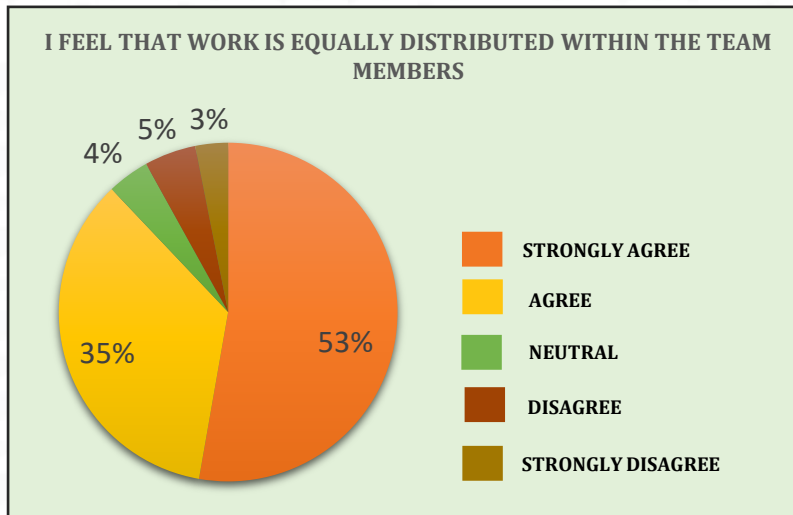
**Figure 7: I can reach to my full potential by using my skillsets and Expertise**

## CAREER GOALS, GROWTH & DEVELOPMENT

MY PERSONAL AND PROFESSIONAL GROWTH CAN BE ACHIEVED IN THIS ORGANISATION

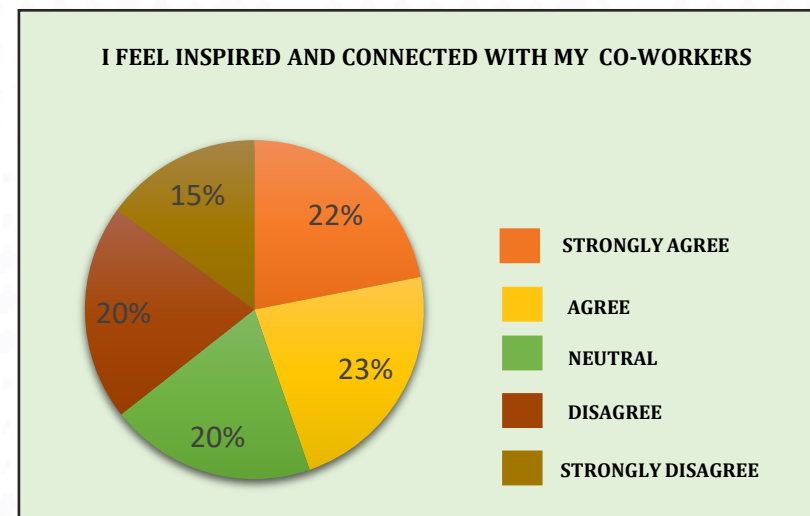


**Figure 8: Personal and Professional Growth**



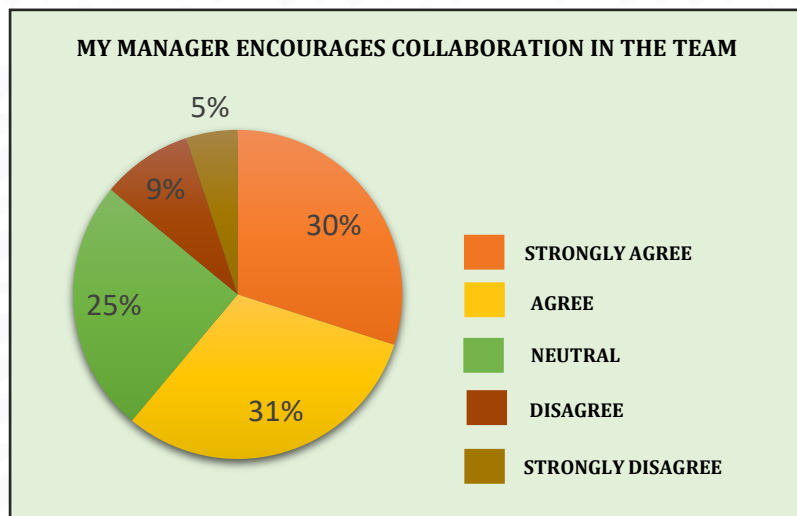
**Figure 9: Work distribution within the team members**

## TEAMWORK & COLLABORATION



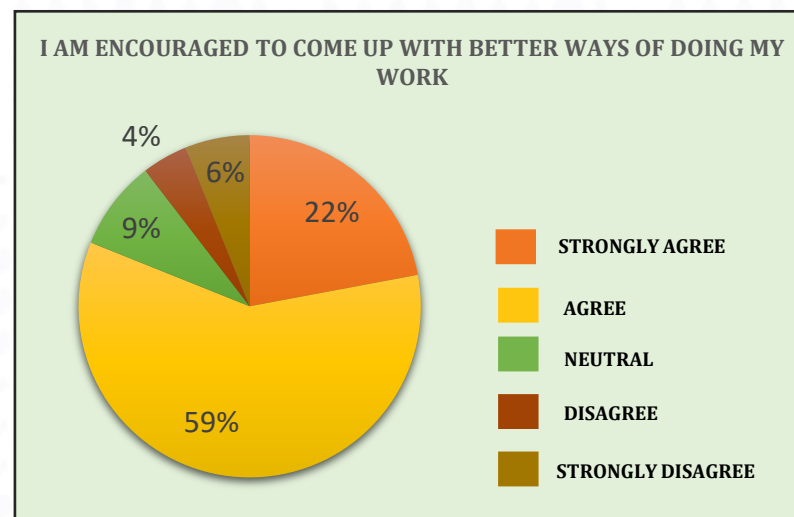
**Figure 10: I feel inspired and connected with my co-workers**





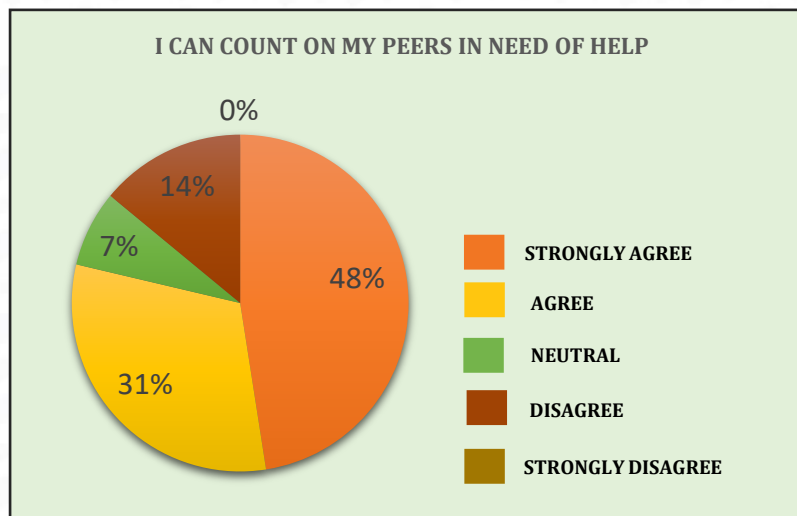
**Figure 11: Manager encouraging collaboration in the team**

## TEAMWORK & COLLABORATION



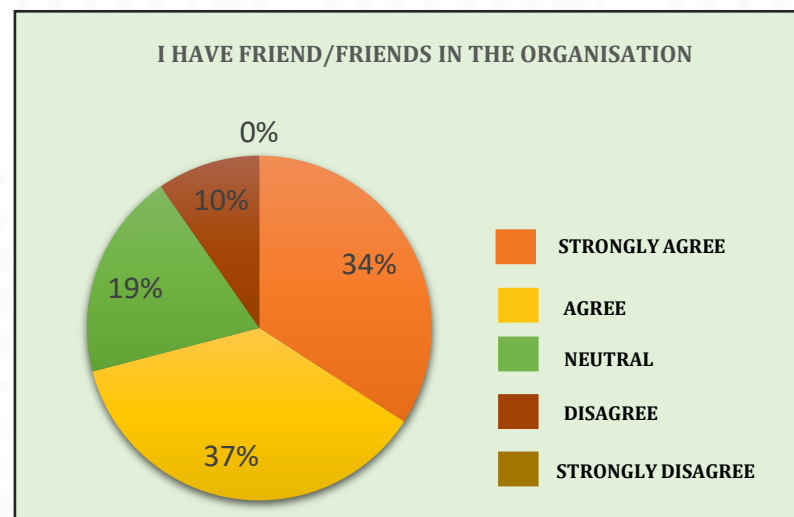
**Figure 12 : Encouragement to come up with better ways of doing work**



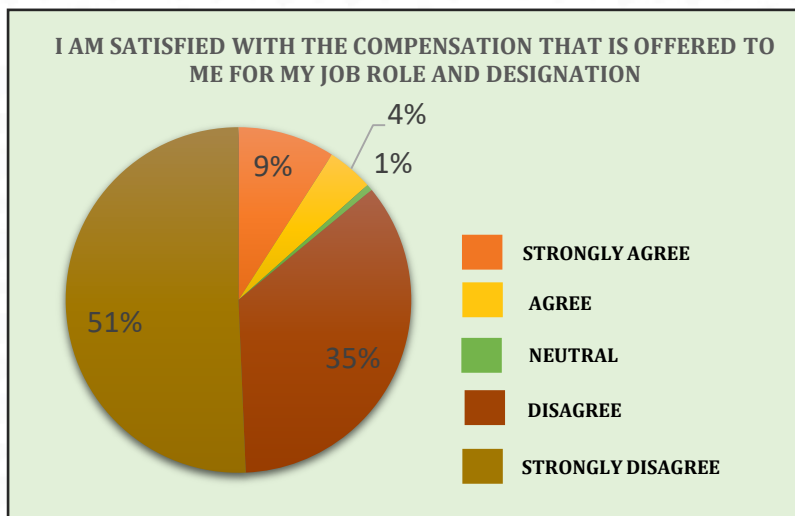


**Figure 13: I can count on peers in need of help**

## TEAMWORK & COLLABORATION

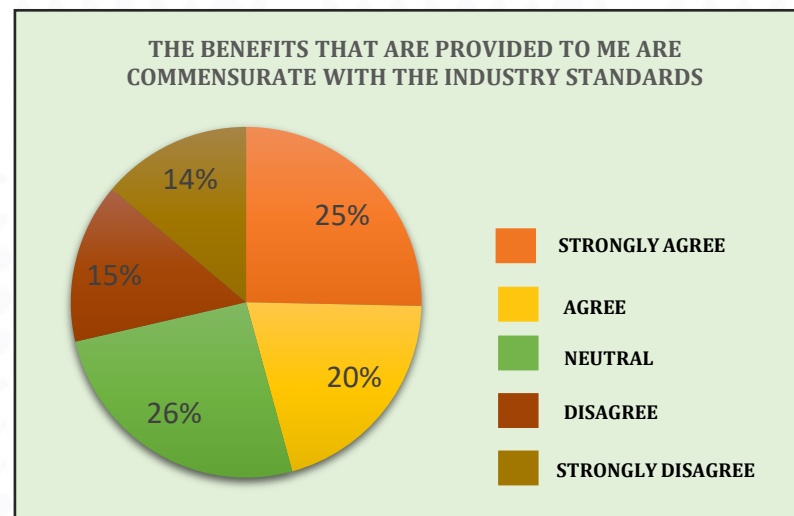


**Figure 14: I have friends in the organization**

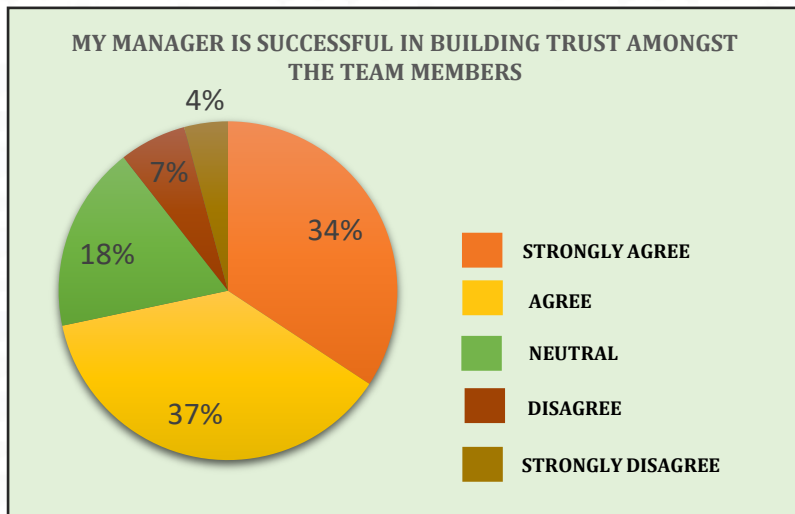


**Figure 15 : Satisfaction with the Compensation offered**

## COMPENSATION & BENEFITS

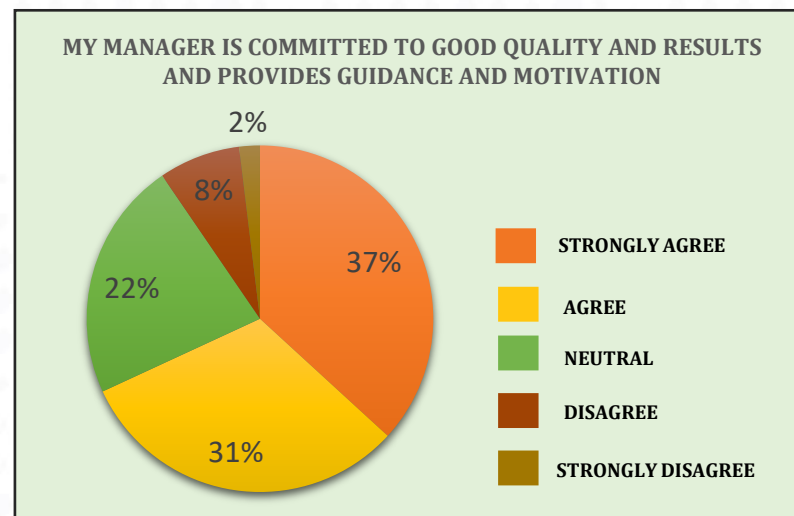


**Figure 16 : Satisfaction with the Benefits provided**

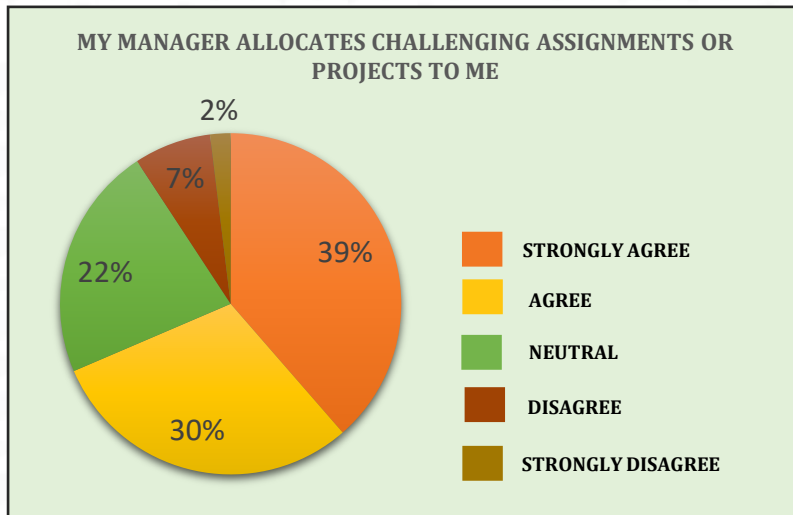


**Figure 17 :Manager successful in building trust amongst team members**

## Managerial Effectiveness

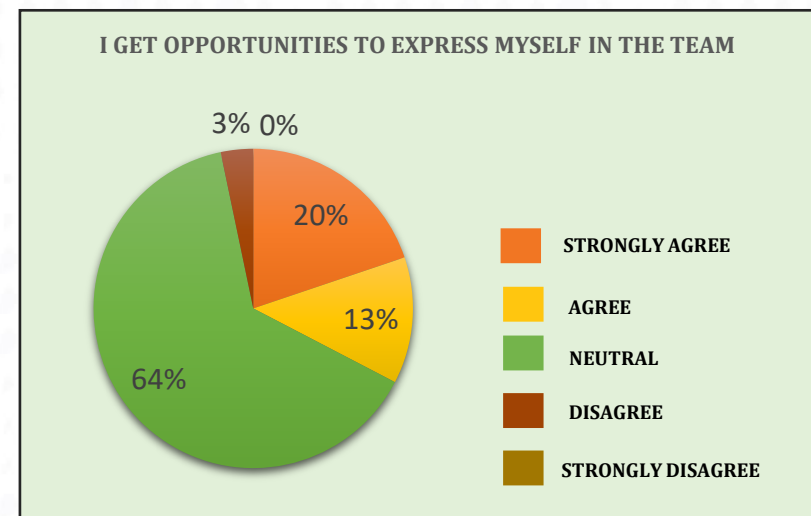


**Figure 18 :Manager committed to good quality results and provides guidance and motivation**



**Figure 19 :Manager assigning challenging assignments or projects**

## Managerial Effectiveness



**Figure 20 :Opportunities to express in the team**

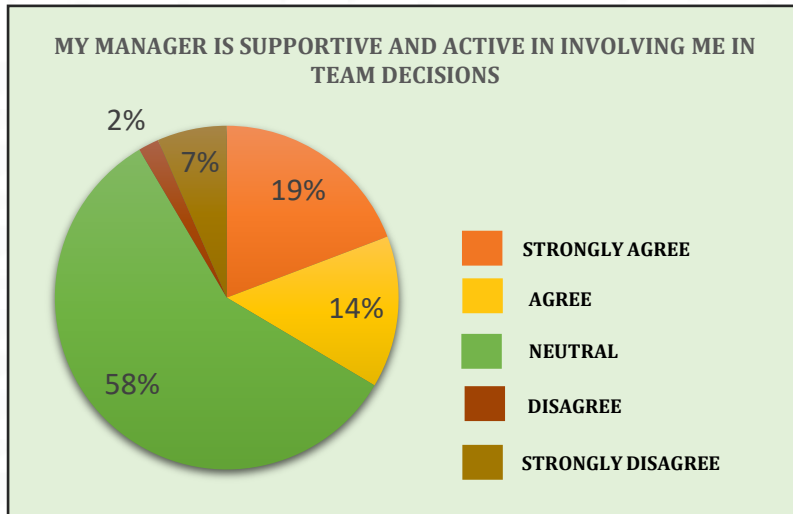
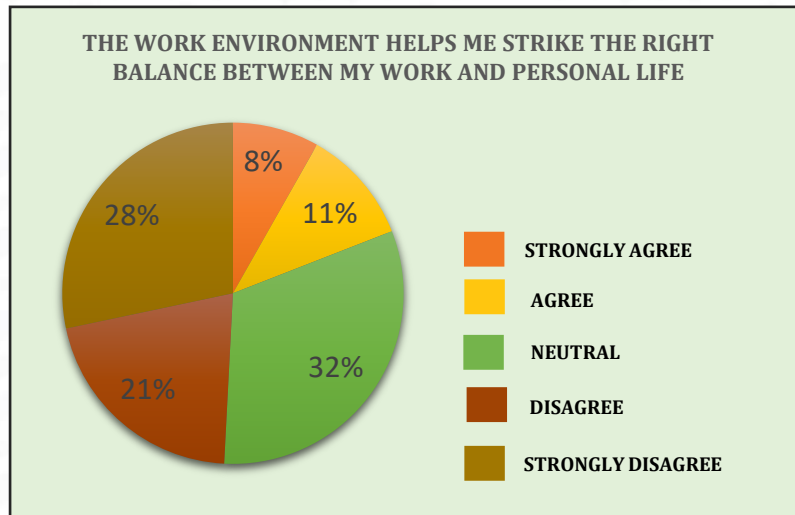


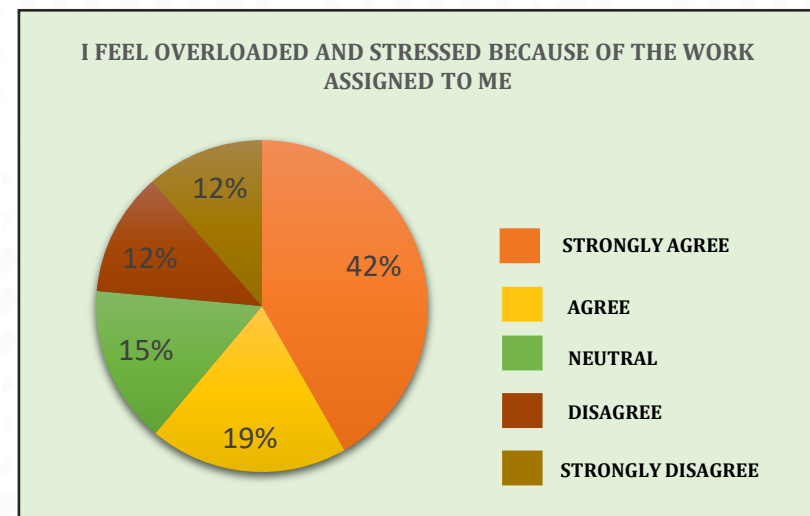
Figure 21 : Manager involving employees in team decisions

## Managerial Effectiveness

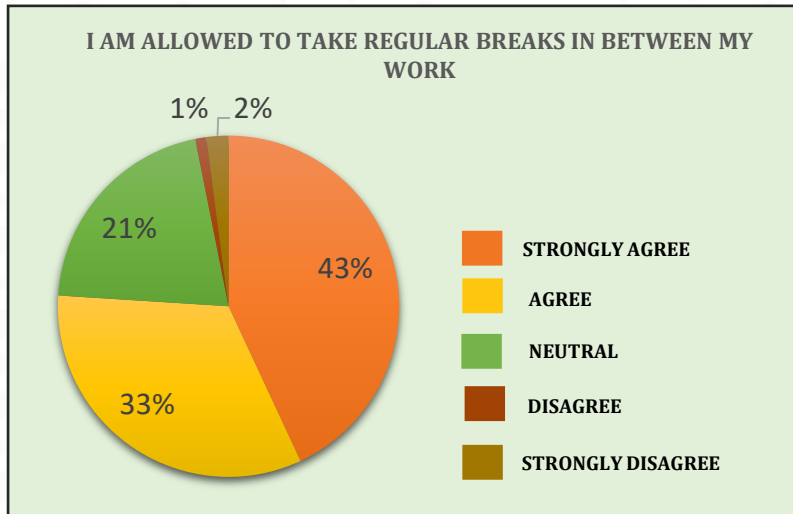


**Figure 22 : Manager involving employees in team decisions**

## Work Life Balance

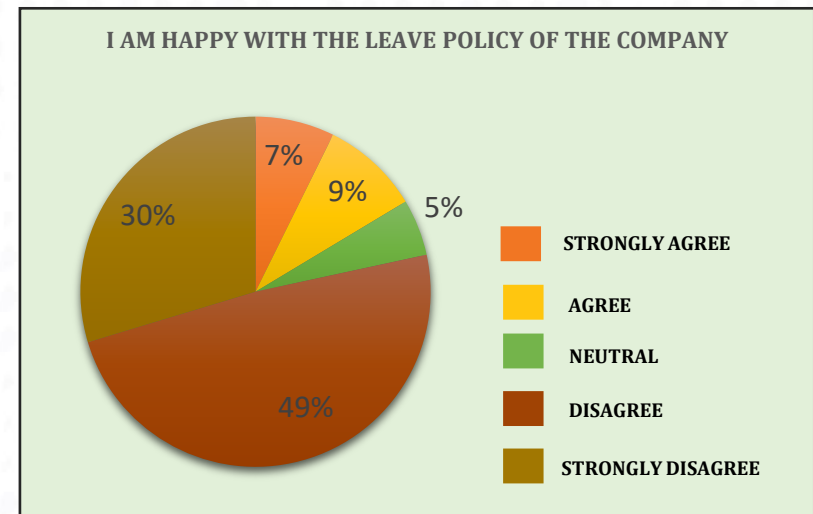


**Figure 23 : I feel overloaded and stressed because of the work assigned to me**



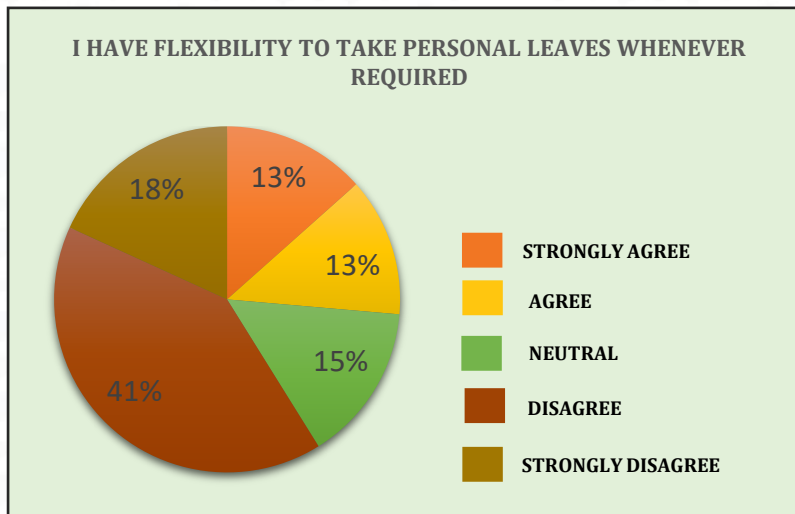
**Figure 24 : Break in between work**

## Work Life Balance



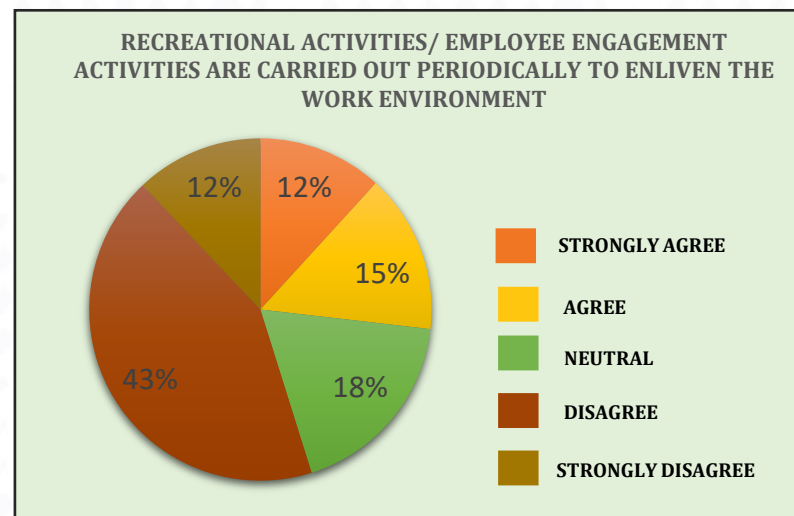
**Figure 25 : Leave Policy**





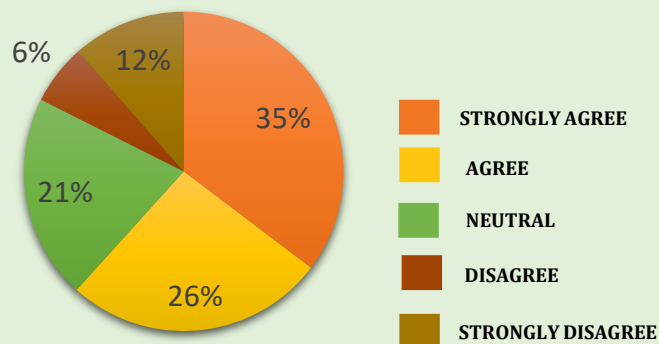
**Figure 26 : Flexibility of taking personal leaves whenever required**

## Work Life Balance



**Figure 27 : Employee Engagement activities on periodic basis**

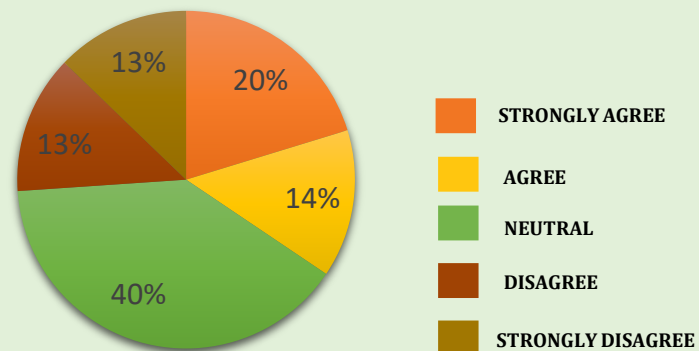
**I RECEIVE APPRECIATION FROM MY MANAGER AND PEERS FOR A GOOD JOB DONE**



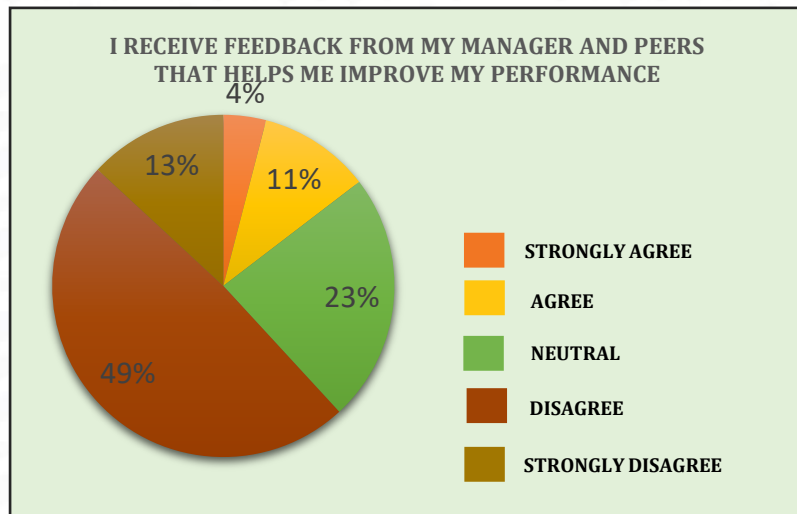
**Figure 28 : Employees receiving appreciation from manager for good job done**

## PERFORMANCE, REWARDS & RECOGNITION

**I AM REWARDED FOR MY PERFORMANCE AND RECEIVE RECOGNITION FROM MY MANAGER FOR MY EXTRAORDINARY EFFORTS**

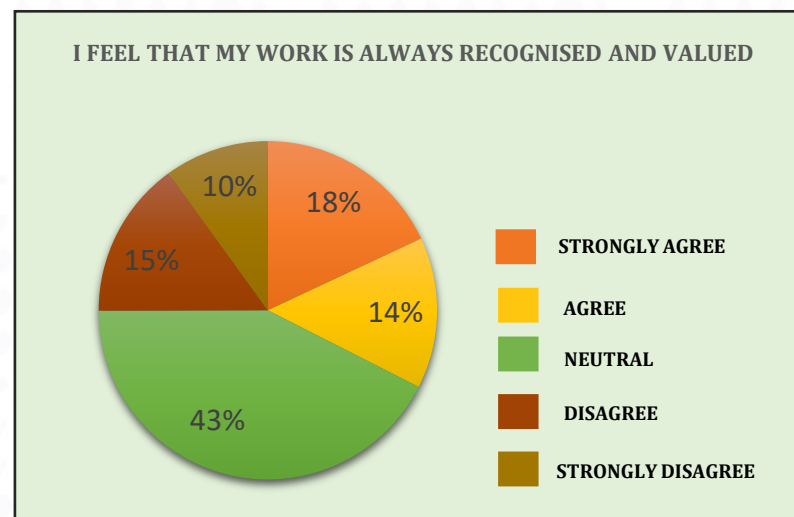


**Figure 29 : Recognition from manager for performance and extra-ordinary efforts**



**Figure 30 : Feedback from manager and peers on performance**

## PERFORMANCE, REWARDS & RECOGNITION



**Figure 31 : Work Recognition**

I AM HAPPY WITH MY CAREER PATH AND PROMOTION PLAN

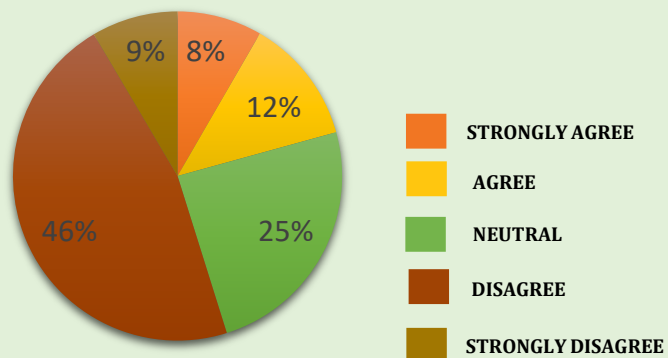


Figure 32 : Career path and promotion plan

## PERFORMANCE, REWARDS & RECOGNITION

I AM SATISFIED WITH MY OVERALL JOB AND HAVE ALL THE RESOURCES I NEED TO DO MY JOB SUCCESSFULLY

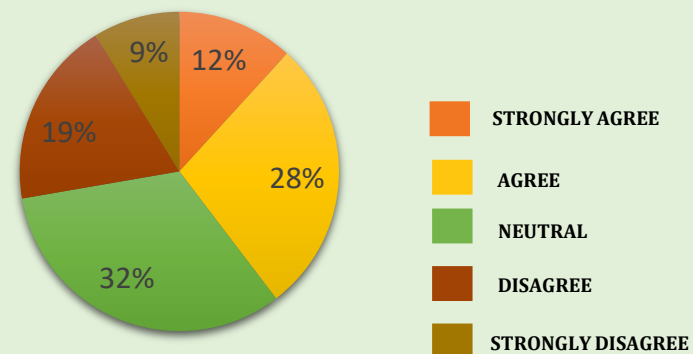
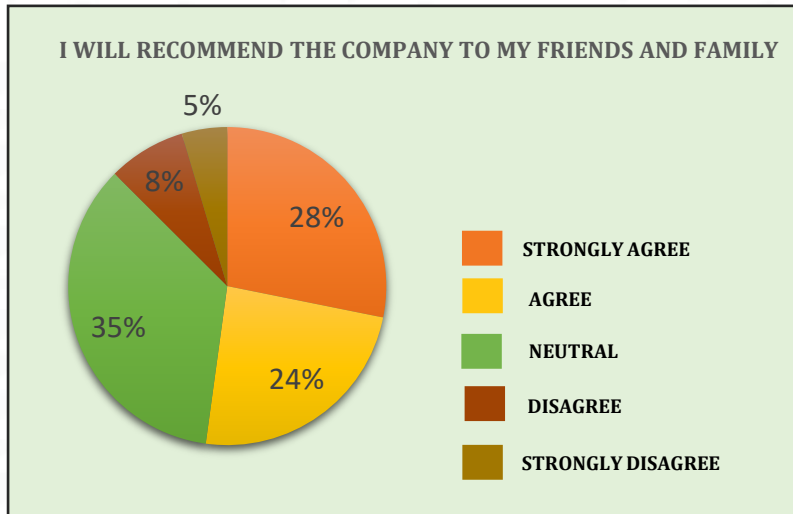


Figure 33 : Overall job satisfaction

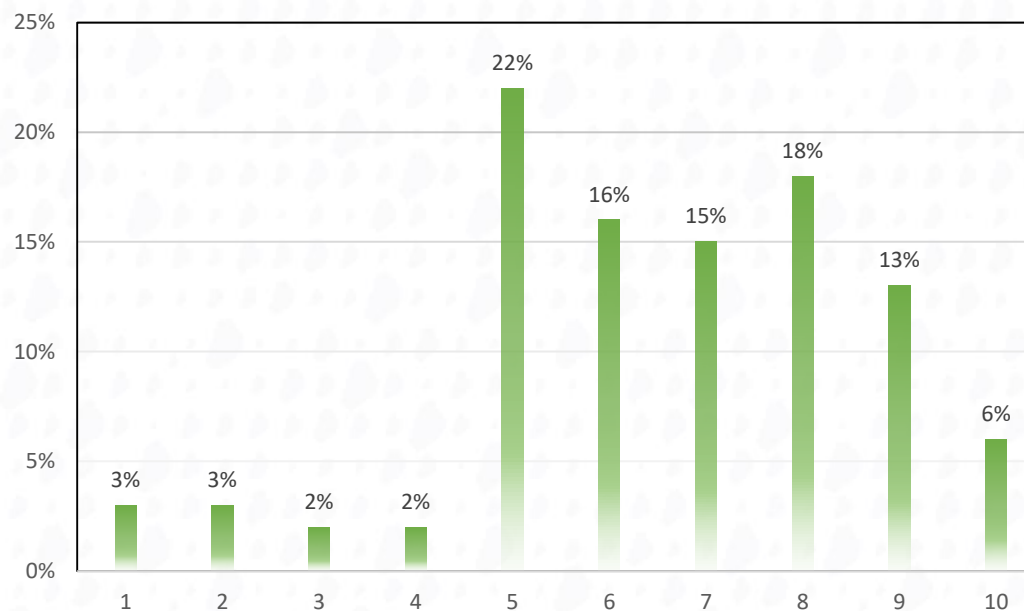


**Figure 34 : Recommendation of the Company amongst friends and family**

## COMPANY RECOMMENDATION

## COMPANY RECOMMENDATION

ON A SCALE OF 1 TO 10, PLEASE RATE HOW HAPPY AND SATISFIED YOU ARE WORKING AT VAKRANGEE LIMITED, 1 BEING THE LEAST HAPPY AND 10 BEING THE MOST HAPPY



**Figure 35 : Rating based on happiness and satisfaction working at Vakrangee Limited**

## Work Culture and Happiness

- Out of the 3 questions directed towards Work Culture and Happiness, employees feel happy and satisfied working at Vakrangee Limited. However, in all the 3 questions a significant 213 employees kept their views neutral which means average 26 out of every 100 and if we scale it up this it will be 260 every 1000 employees.
- 617 employees feel happy and proud to be associated with Vakrangee Limited and 100 employees feel the need to have an improved work culture.
- Improvement in work culture is required where the HR Department is working on

## Career Goals, Growth & Development

- 5 questions were directed towards Career Goals, Growth and Development and the responses were more skewed towards Strongly Agree and Agree. Agreeability average score was 59%, Average Neutral score was 24% and Average Disagree and Average Strongly Disagree 17%.
- 60% employees have clear understanding of their career goals and 67% of the employees are satisfied with their job responsibilities.
- While 50% employees felt that their personal and professional growth can be achieved at Vakrangee Ltd, there were 22% employees who felt exactly the opposite.
- 53% employees felt that the organization provides opportunities for growth, learning and development whereas 19% employees did not concur with the same.



## Teamwork & Collaboration

- Teamwork and Collaboration is about achieving efficiency and success together. 6 questions were directed towards teamwork and collaboration
- 80% of employees feel that their manager encourages collaboration in the team and 73% employees feel inspired and connected with their co-workers.

## Compensation & Benefits

- 2 questions were directed towards Compensation and Benefits and 37% employees feel that they are not satisfied with the compensation that is offered to them based on the role and designation
- 47% employees are happy with the benefits provided by the company. However, 25% employees feel the need to have the employee benefits system commensurate with the industry standards

## Managerial Effectiveness

- 5 questions were directed towards understanding managerial effectiveness in the organization.
- 82% employees feel that their manager is successful in providing guidance and motivation
- 80% employees are supportive in involving them in team decision followed by 77% employees who feel that their manager is responsible in building trust

## Work-Life Balance

- It is important to give due attention to the work life balance of employees and so 6 questions were directed to understand how employees feel about their work life balance at Vakrangee Limited
- 48% employees feel that they are allowed to take regular breaks in between work and 68% employees feel that they have flexibility to take personal leaves whenever required
- 41% feel overloaded and stressed because of the assigned work
- 25% employees feel that engagement activities are not carried out on periodic basis

## Performance, Rewards & Recognition

- 6 questions were asked to employees in this category - 66% employees feel that they receive appreciation from peers and manager for a good job done
- 54% employees feel that they are satisfied with their overall job
- 22% employees feel that they are not rewarded for their performance
- 30% employees feel that they do not have a career path and promotion plan

## Company Recommendation

- We received a response from 49% employees who affirmed to recommend the company amongst friends and family. 32% employees were neutral in their response with 20% employees feeling that they will not recommend the company to friends and family.

Thank  
You