

Vakrangee Limited - Employee Happiness Survey Report

Sample Size – 223 employees

- CARRER GOAL, GROWTH AND DEVELOPMENT
- TEAMWORK AND COLLABORATION
- COMPENSATION & BENEFIT

- MANAGERIAL EFFECTIVENESS
- WORK LIFE BALANCE
- PERFORMANCE, REWARD & RECOGNITION
- COMPANY RECOMENDATION

- AUDIENCE: HEAD OFFICE & STATE OFFICE EMPLOYEES
- SURVEY TAKEN BY: **167** EMPLOYEES (Male – 138 Employees & Female – 29 Employees)
- SURVEY COMPLETION RATE:- 74.88%
- NUMBER OF SURVEY QUESTIONS:- 36



February, 2022

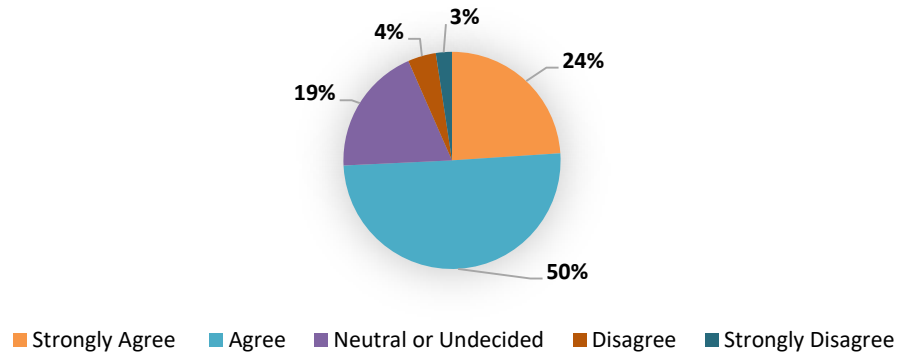
POSITIVES

- 90% employees feel connected with co workers (Good Team bonding) and happy because their managers encourage collaboration in their Team.
- 90% employees feel that they can get assistance from their team whenever required and employees feel that their managers are committed towards good quality result.
- 88% employees feel that they are encouraged to come up with new ideas in the work.
- 86% employees feel that they have friends in the organization and employees feel that they are allowed to take leave whenever required.
- 89% employees feel that their managers are capable enough to build trust between the team members.
- 93% employees feel that their managers provide guidance and motivation to their team whenever required.
- 92% employees feel that their managers provide challenging task to them.
- 87% employees feel that their managers are supportive and active and encourage them during team discussion.
- 84% employees feel that they receive feedback from their managers which helps them to improve better.
- 80% employees feel that the work is equally distributed among their team.
- 79% employees feel that they are satisfied with their job responsibilities.
- 74% employees are happy being a part of Vakrangee.

AREAS OF IMPROVEMENT

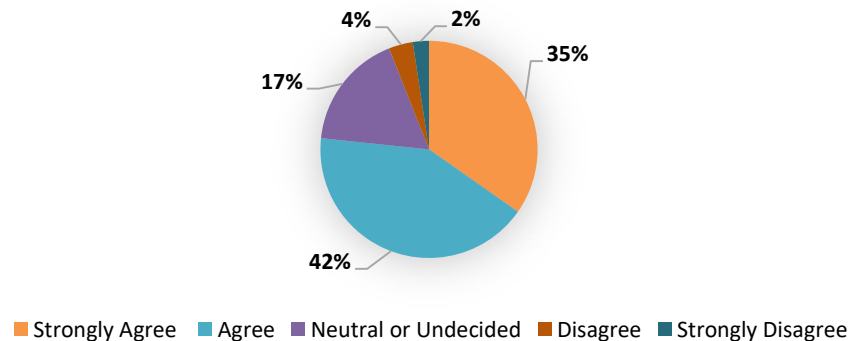
- 28% employees are not satisfied with the compensation offered for their job role.
- 19% employees are not happy with the career path and promotion plan.
- 18% employees feel that they are not rewarded for their performance and receive recognition from their managers for their extraordinary efforts.

Careers Goals, Growth & Development- I am happy about being part of Vakrangee limited

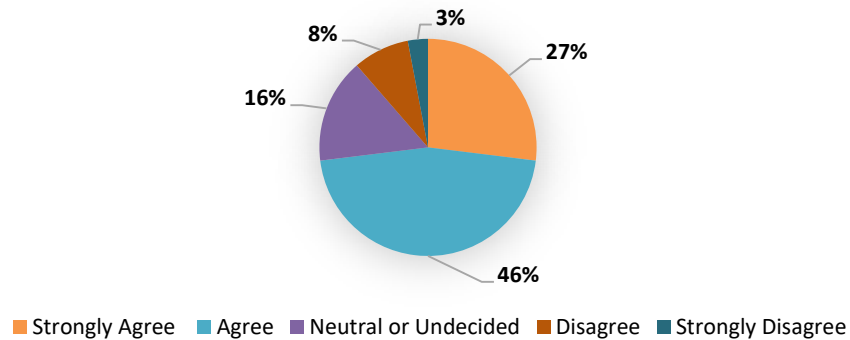


CAREER GOALS, GROWTH & DEVELOPMENT

Careers Goals, Growth & Development - I am proud to work for Vakrangee Limited

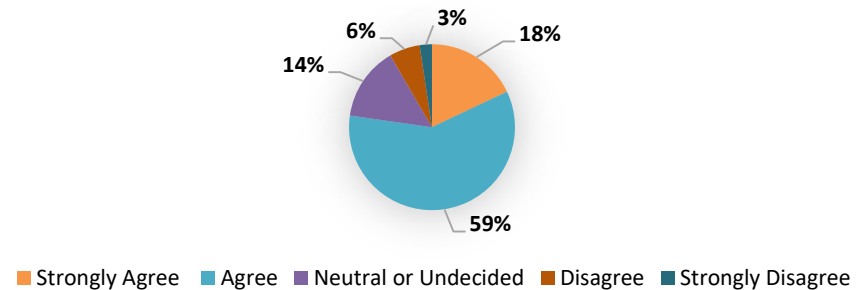


Careers Goals, Growth & Development - I like the work culture at Vakrangee Limited

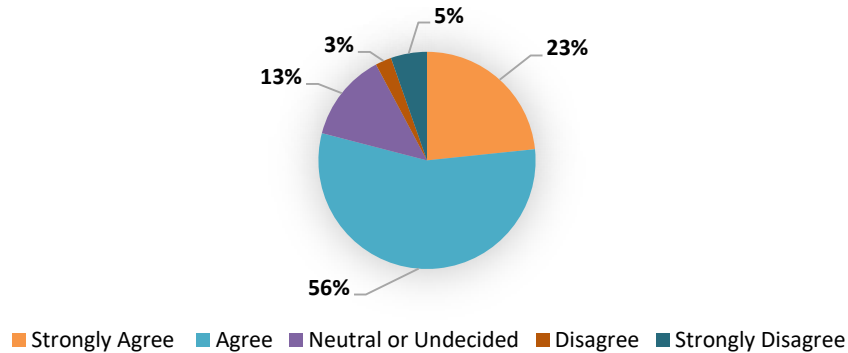


CAREER GOALS, GROWTH & DEVELOPMENT

Careers Goals, Growth & Development- I have clear understanding of my career goals in Vakrangee Limited

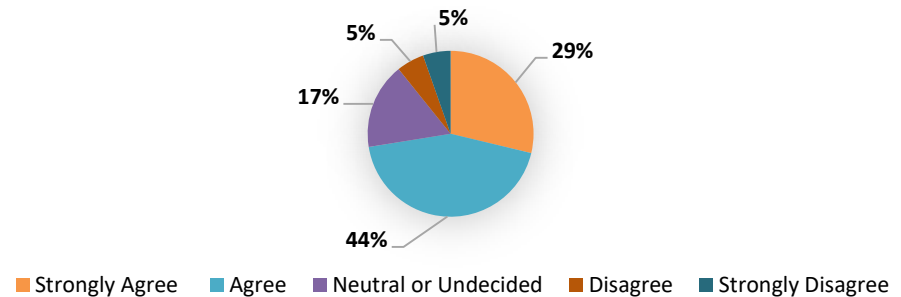


Careers Goals, Growth & Development - I am satisfied with my job responsibilities

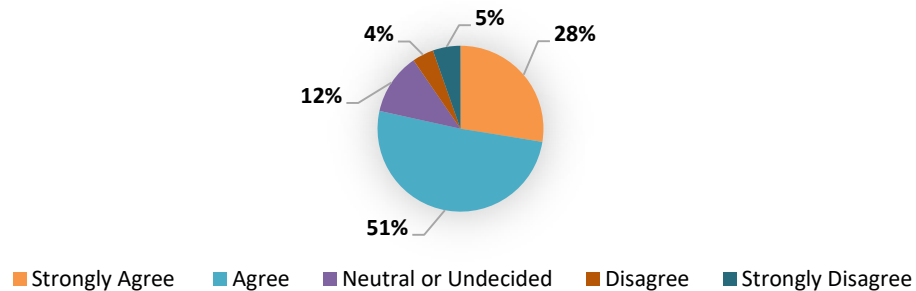


CAREER GOALS, GROWTH & DEVELOPMENT

Careers Goals, Growth & Development - The company provides me with the opportunities for growth , advancement & learning & development

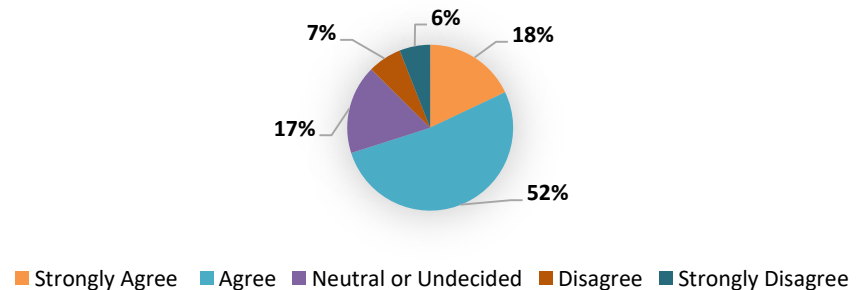


Careers Goals, Growth & Development - I can reach to my full potential in this organization by using my skillset and expertise

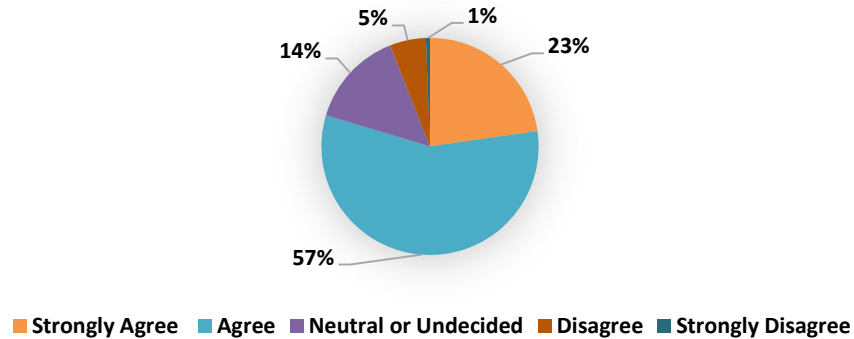


CAREER GOALS, GROWTH & DEVELOPMENT

Careers Goals, Growth & Development - My personal and professional growth can be achieved in this organization.

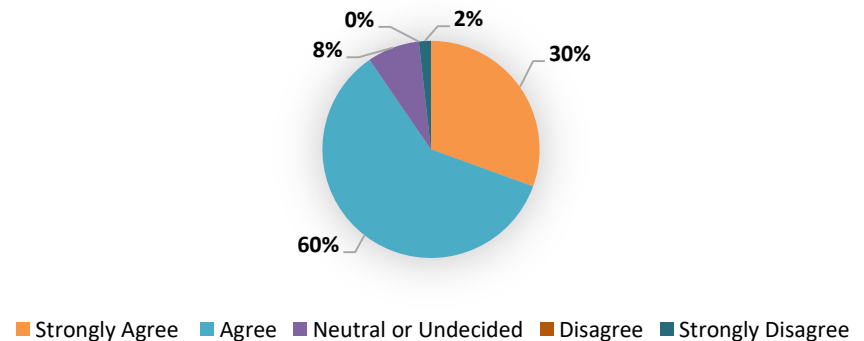


Team work & Collaboration - I feel that work is equally distributed within the team members

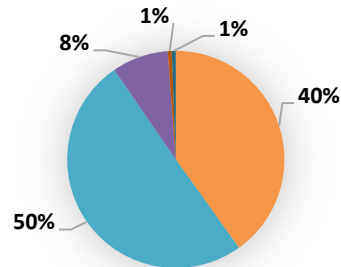


TEAMWORK & COLLABORATION

Team work & Collaboration - I feel inspired and connected with my co-workers



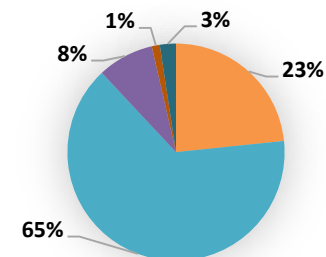
Team work & Collaboration - My Manager encourages collaboration in the team



Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

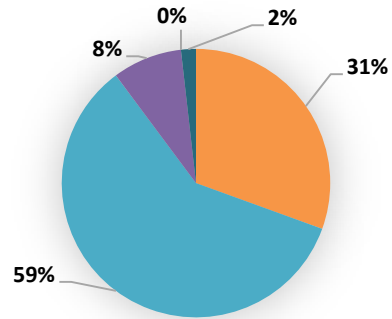
TEAMWORK & COLLABORATION

Team work & Collaboration - I am encouraged to come up with new ideas of doing my work



Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

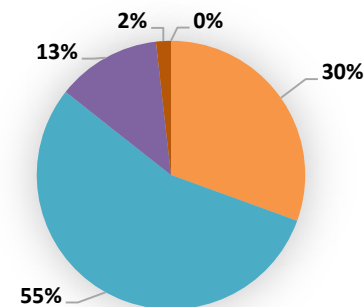
Team work & Collaboration - I can count on my peers in need of help



Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

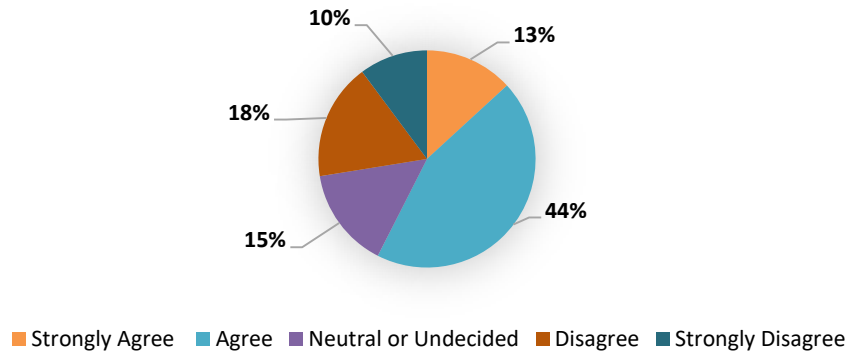
TEAMWORK & COLLABORATION

Team work & Collaboration - I have friend / friends in the organization



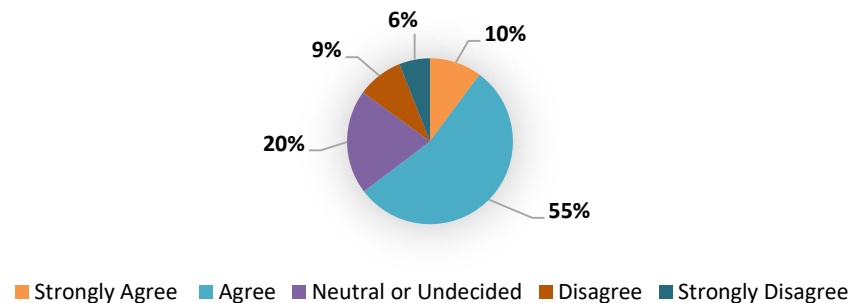
Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

Compensation and Benefits - I am satisfied with the compensation that is offered to me for my job role

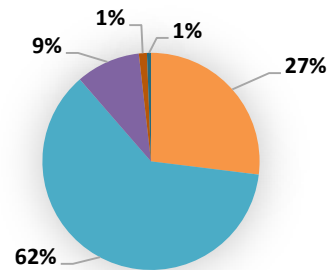


COMPENSATION & BENEFITS

Compensation and Benefits - The benefits that are provided to me are commensurate with industry standards



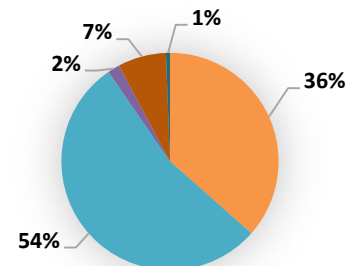
Managerial Effectiveness - My Manager is successful in building trust among the team members



Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

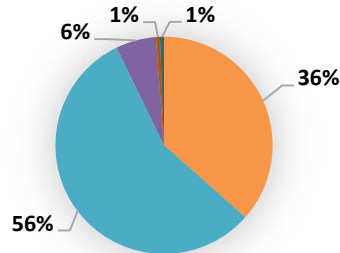
MANAGERIAL EFFECTIVENESS

Managerial Effectiveness - My Manager is committed to good quality results



Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

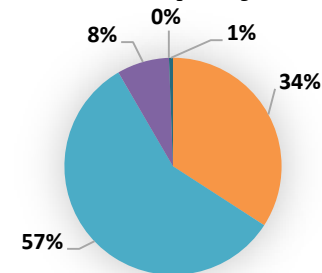
Managerial Effectiveness - My Manager provides guidance and motivation whenever required



Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

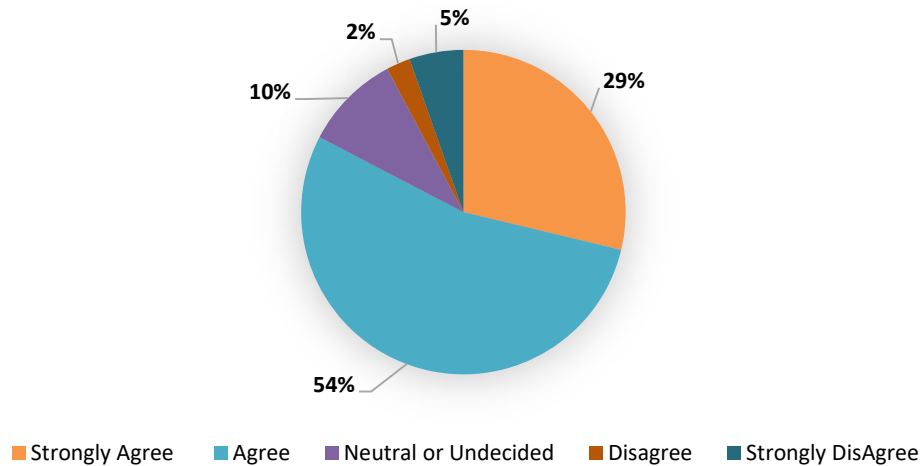
MANAGERIAL EFFECTIVENESS

Managerial Effectiveness - My Manager allocates challenging assignments / projects to me



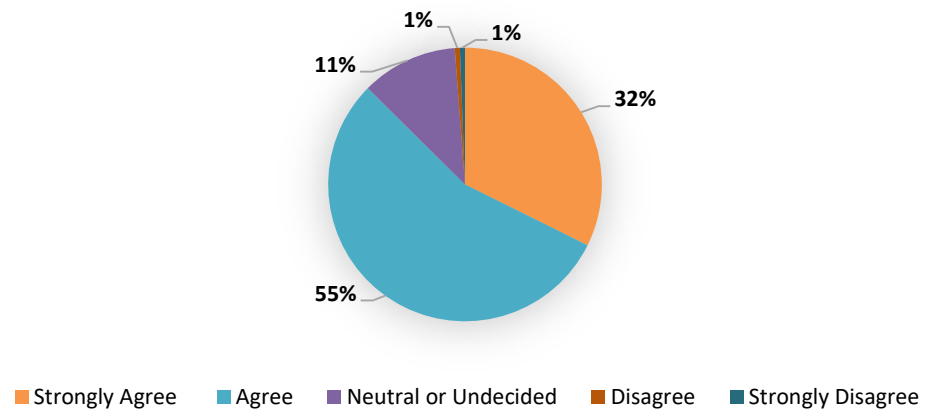
Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

Managerial Effectiveness - I get opportunity to express myself in the team

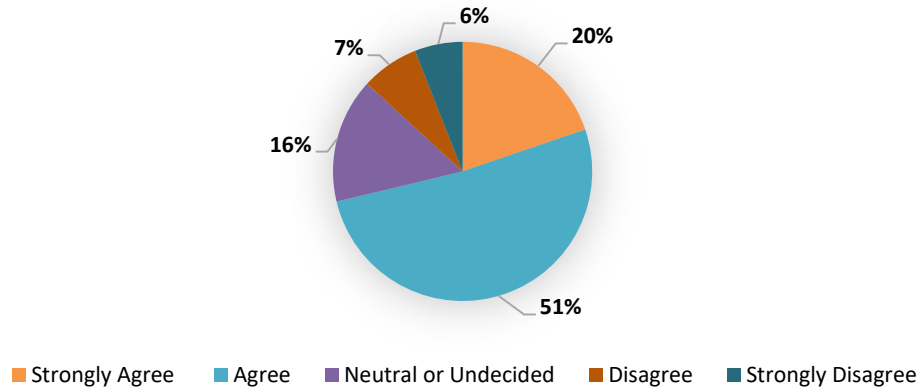


MANAGERIAL EFFECTIVENESS

Managerial Effectiveness - My Manager is supportive and active in involving me in team discussion and decision.

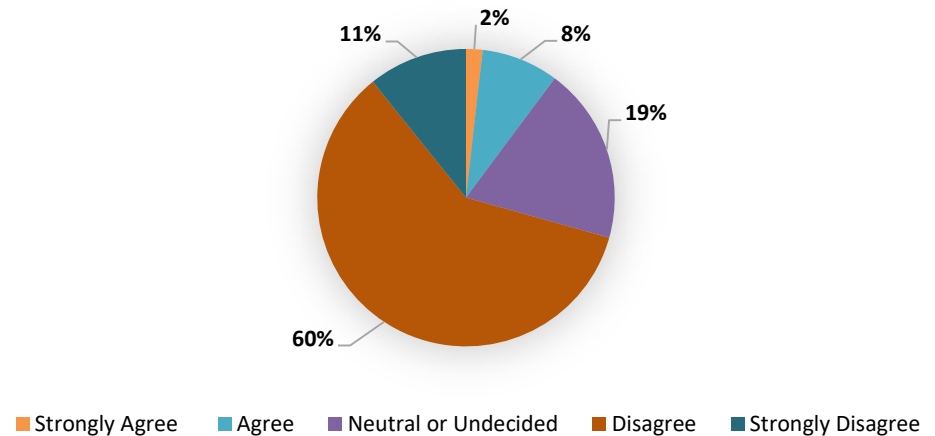


Work Life Balance - The work environment helps me strike the right balance between my Professional Life and Personal life

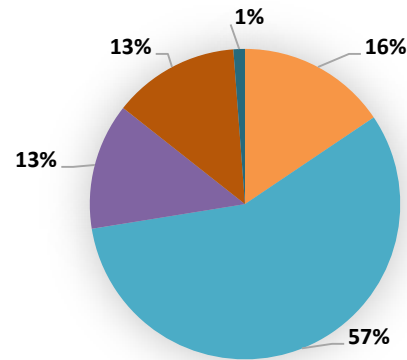


WORK LIFE BALANCE

Work Life Balance - I feel overloaded and stressed because of the work assigned to me



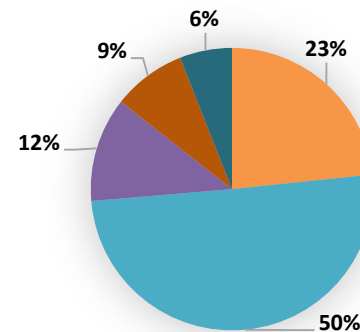
Work Life Balance - I am allowed to take regular breaks In between my work



Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

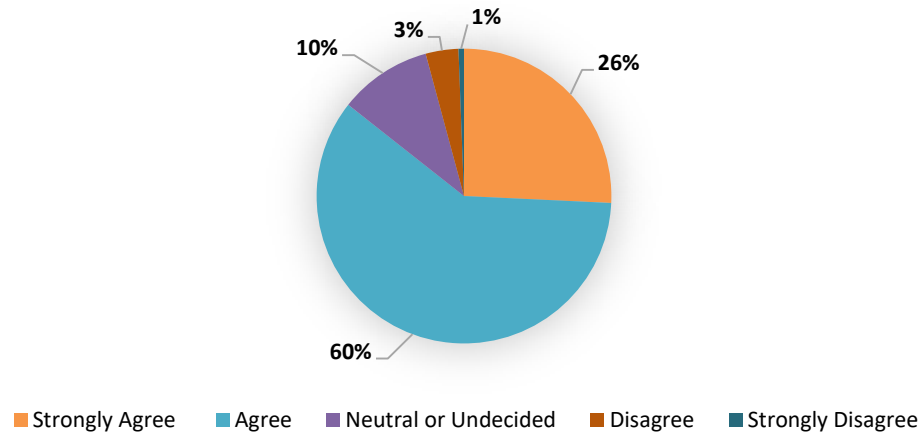
WORK LIFE BALANCE

Work Life Balance - I am happy with the leave policy of the company



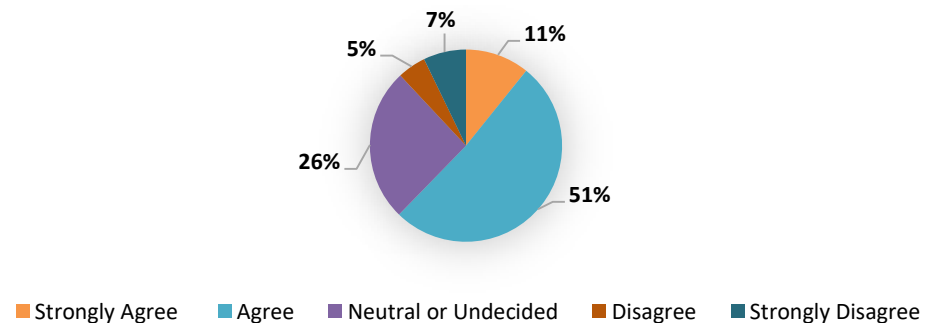
Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

Work Life Balance - I have flexibility to take personal leaves whenever required

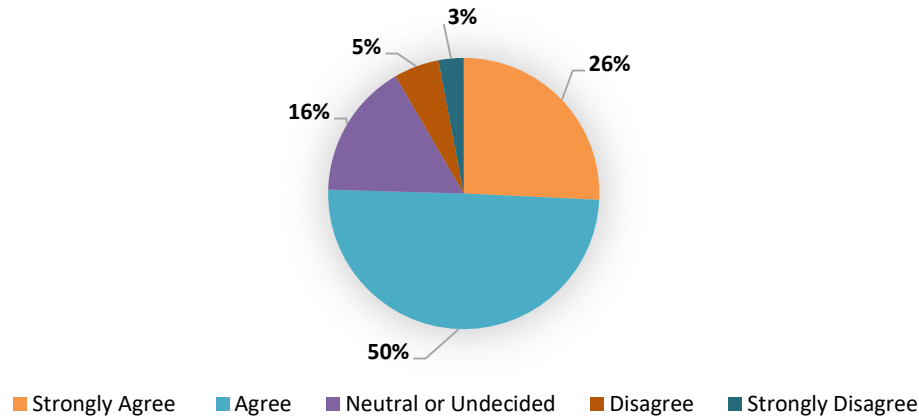


WORK LIFE BALANCE

Work Life Balance - Recreational activities / Employee Engagement activities are carried out periodically to enliven the work environment

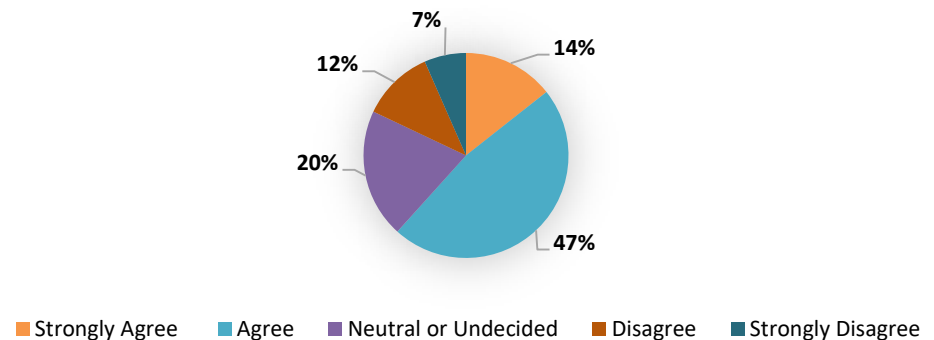


Performance, Reward & Recognition - I receive appreciation from my manager and peers for good job done

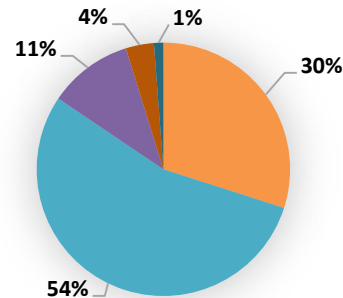


PERFORMANCE, REWARD & RECOGNITION

Performance, Reward & Recognition - I am rewarded for my performance and receive recognition from my managers for my extraordinary efforts



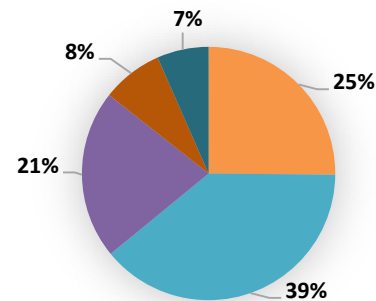
Performance, Reward & Recognition - I receive feedback from my manager and peers that helps me improve my performance



Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

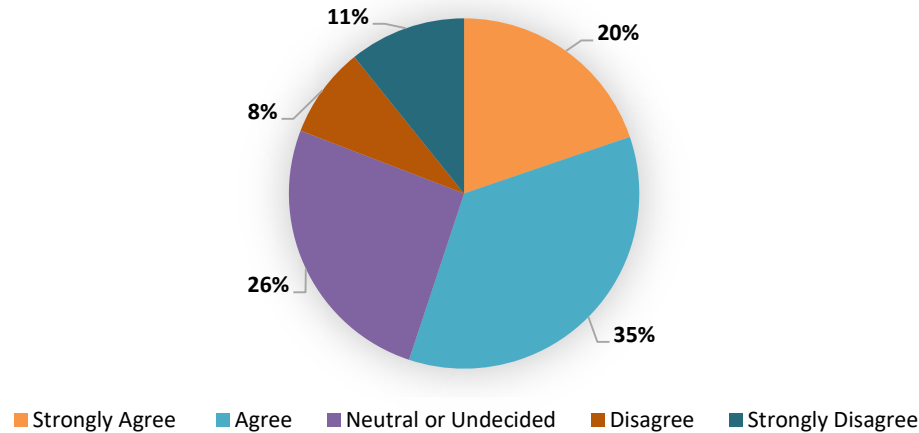
PERFORMANCE, REWARD & RECOGNITION

Performance, Reward & Recognition - I feel that my work is always recognized and valued.



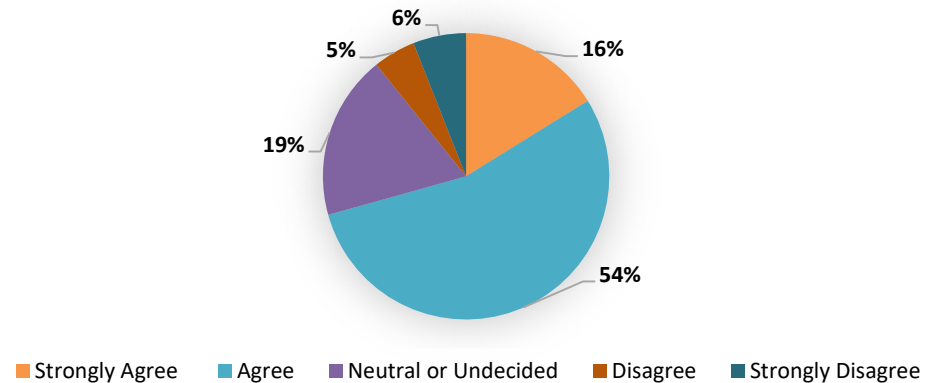
Strongly Agree Agree Neutral or Undecided Disagree Strongly Disagree

Performance, Reward & Recognition - I am happy with my Career path and Promotion plan

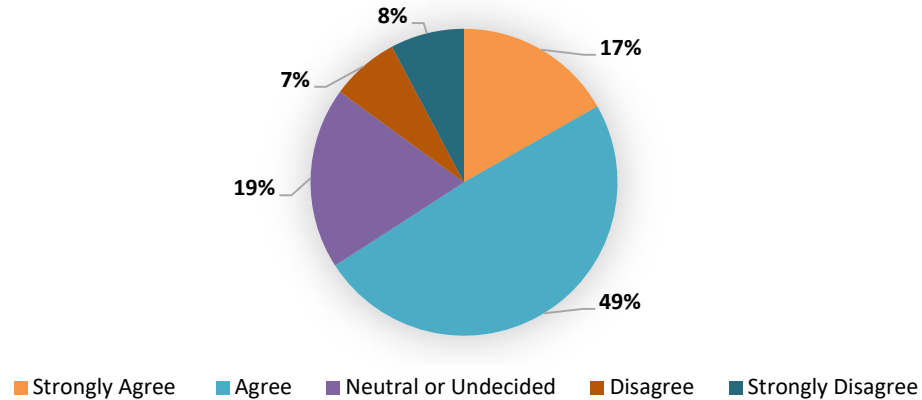


PERFORMANCE, REWARD & RECOGNITION

Performance, Reward & Recognition - I am satisfied with my overall job and have all the resources I need to do my job successfully

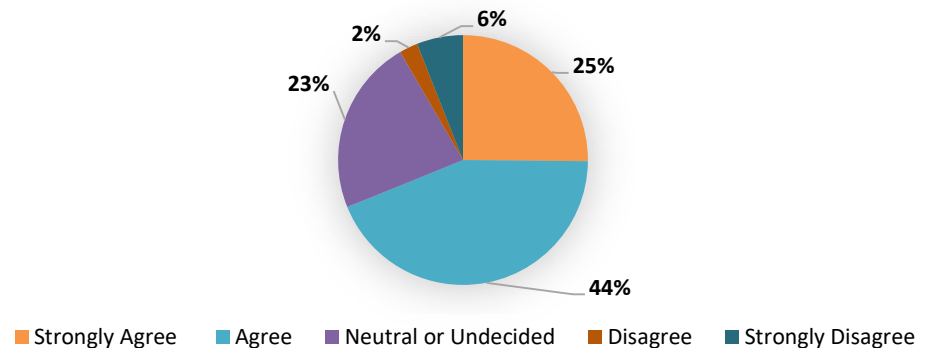


Company Recommendation - I will recommend the company to my friends and family



COMPANY RECOMMENDATIONS

Company Recommendation - I am happy and satisfied working in Vakrangee Limited



Careers Goals, Growth & Development

- Out of 8 parameters in Career Goals, Growth & Development, the response that was received towards “ Agree & Strongly Agree” is more 70% in each of the parameters.
- 79% employees are satisfied with job responsibilities given to them, Male – 106, Female – 26 employees
- 74% employees are happy being a part of Vakrangee Limited., out of which , 99 – Male employees & 25 – Female employees.
- While 70% employees felt that their personal and professional growth can be achieved at Vakrangee Ltd , out of which Male – 95 , Female – 22, there were 13% employees who felt exactly the opposite, 17% were neutral.

Teamwork & Collaboration

- Teamwork and Collaboration hits the maximum score in the Survey. Around 125 Male, 26- Females, feel that they feel inspired and connected with their team
- Every employee in Vakrangee, feels that work is equally distributed among the team, managers encourage collaboration in the team, The Manager encourages employees to come up with new ideas to do the work.
- Teamwork and Collaboration demonstrates the enthusiasm for achieving efficiency and success together.

Compensation and Benefits

- 2 questions were directed towards Compensation and Benefits and 28% employees feel that they are not satisfied with the compensation that is offered to them based on the role and designation
- 57% employees are happy with the benefits provided by the company, out of which 75 are Male employees and 21 are Female employees.
- 65% employees feel the need to have the employee benefits system commensurate with the industry standards, out of which 83 are Male employees & 25 are Female employees, 15% employees feel change

Managerial Effectiveness

- 6 questions were directed towards understanding managerial effectiveness in the organization.
- Approx. 89% employees feel that their manager is successful in providing guidance and motivation, majorly Male – 129 employees and Female – 26 employees

WorkLife Balance

- Work Life balance is an utmost important factor for increasing productivity in any organizations, hence 6 questions were directed to understand how employees feel about their work life balance at Vakrangee Limited.
- An 71% employees feel that they have work life balance, out of which Male – 100 employees & Female – 16 employees, 10% feel the opposite, 19% are neutral on the response.
- 86% employees feel that they are allowed to take personal leaves whenever required., out of which Male – 114 employees and Female – 29 employees.

Performance, Rewards & Recognition

- Performance & R& R is also an important criteria for the wellbeing of the employees and organization. However 6 questions were asked to employees in this category – 84% employees feel that they receive feedback from their managers and peers that helps them improve their performance, out of which Male -114 employees and Female – 27 employees.
- 18% employees feel that they are not rewarded by the organization, 19% employees say that they are not happy with their Career path and Promotion plan, out of which Male – 30 employees and Female – 2 employees

Company Recommendation

- In this criteria, 66% of the employees are happy about recommending Vakrangee to their friends and family.
- 69% employees are happy and satisfied working in Vakrangee Limited, out of which Male – 87 employees and Female – 26 employees.

Overall Summary

- An Average of 75% Employees are happy about their career progression in Vakrangee Limited , whereas some employees feel that they are not satisfied with Job responsibilities, which needs to be addressed.
- 21% employees feel dissatisfied about the compensation and benefits, which happens in all organization. And set of employees will always show dissatisfaction, which is normal.

Thank
You