

Vakrangee Limited - Employee Happiness Survey Report

Sample Size – 269 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: **219** EMPLOYEES (Male – 186 Employees & Female – 33 Employees)
- SURVEY COMPLETION RATE:- 81.41%
- NUMBER OF SURVEY QUESTIONS:- 36



FEBRUARY, 2023

POSITIVES

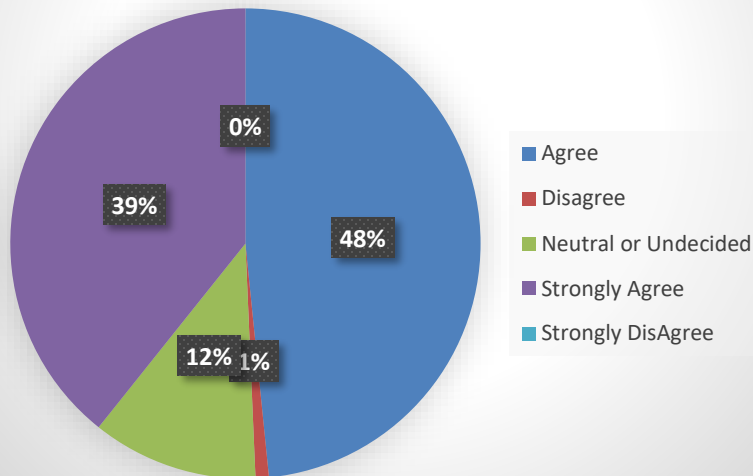
- 91% employees feel that their managers are committed to good quality results and provides guidance and motivation whenever required.
- 90% employees feel that their managers encourage collaboration in their Team, their managers assign challenging assignments and projects to them.
- 90% employees feel that their managers are supportive and active and encourage them during team discussion.
- 90% employees feel that they can count on their peers in need of help.
- 89% employees feel proud to work for Vakrangee Limited.
- 89% employees feel that they are satisfied with their job responsibilities, & they are inspired and connected with their coworkers
- 89% employees feel that they are encouraged to come up with new ideas while doing their work & their Manager is successful in building trust among the team members, they get opportunity to express themselves in the team.
- 89% employees feel that they are rewarded for their performance and receive recognition from their managers for their extraordinary efforts
- 88% employees feel that they can reach to their full potential in this organization by using their skillset and expertise, and they receive appreciation from their manager and peers for good job done.
- 88% employees feel that they are happy about being a part of Vakrangee Limited.

AREAS OF IMPROVEMENT

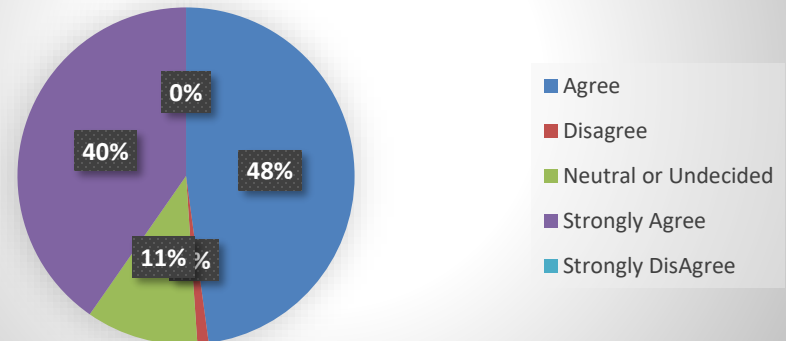
- 14% employees are not satisfied with the compensation offered for their job role.
- 11% employees are not satisfied with the benefits that are provided which commensurate with industry standards
- 11% employees are not happy with the leave policy of the company.
- 9% employees feel that they are not allowed to take regular breaks in between my work.
- 9% employees are dissatisfied with the Career path and Promotion plan of the organisation.
- 9% employees feel that they do not have friend/friends in the organization.

CAREER GOALS, GROWTH & DEVELOPMENT

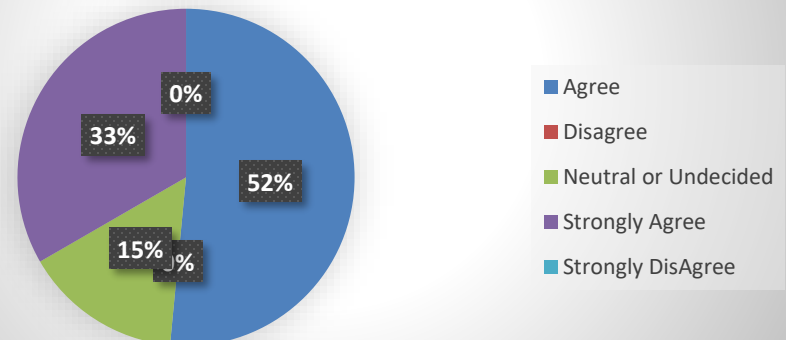
Career Goals, Growth & Development - I am happy about being a part of Vakrangee Limited



Male Feedback - Career Goals, Growth & Development - I am happy about being a part of Vakrangee Limited

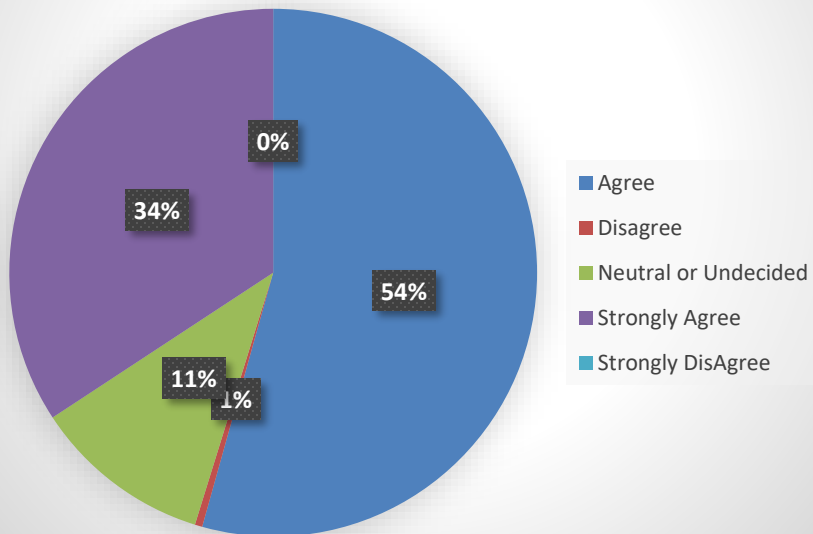


Female Feedback - Career Goals, Growth & Development - I am happy about being a part of Vakrangee Limited

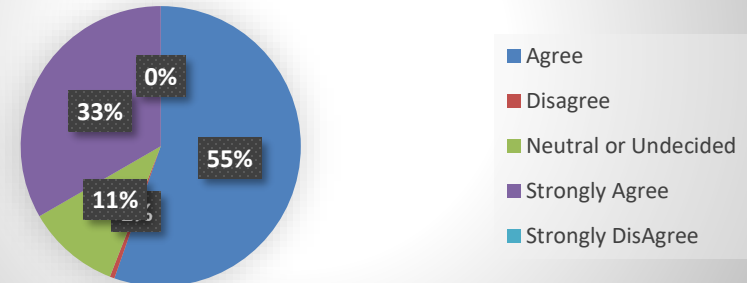


CAREER GOALS, GROWTH & DEVELOPMENT

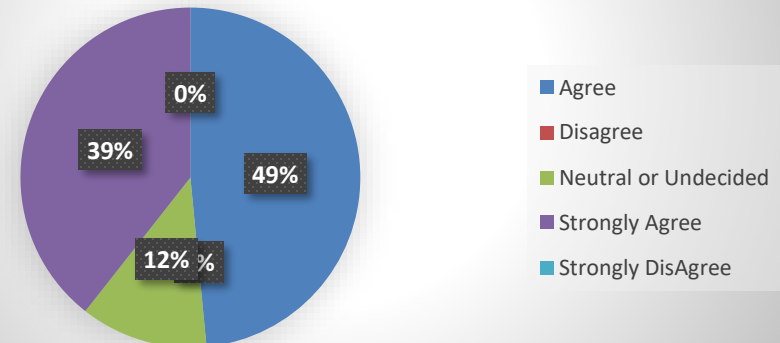
Career Goals, Growth & Development - I am proud to work for Vakrangee Limited



Male Feedback - Career Goals, Growth & Development - I am proud to work for Vakrangee Limited

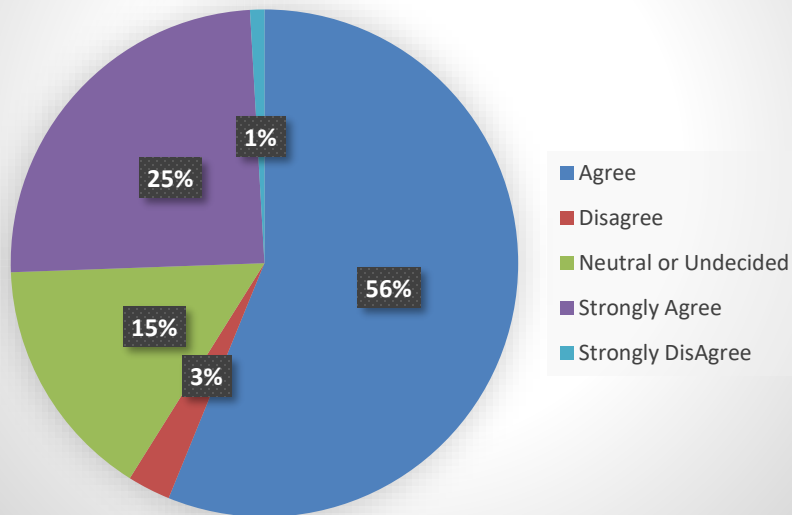


Female Feedback - Career Goals, Growth & Development - I am proud to work for Vakrangee Limited

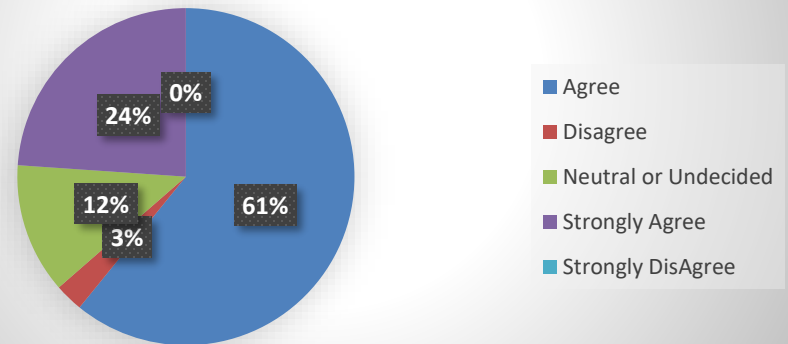


CAREER GOALS, GROWTH & DEVELOPMENT

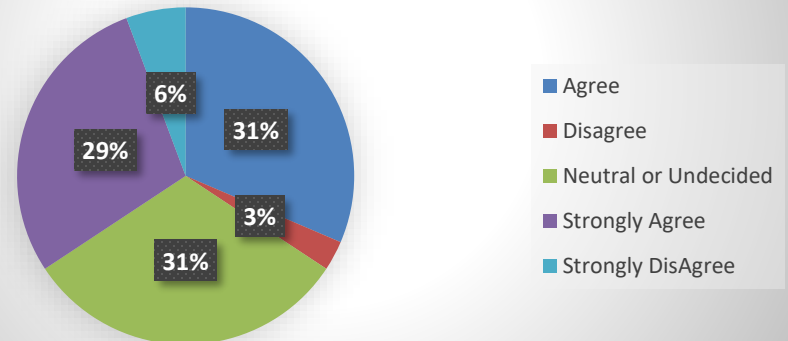
Career Goals, Growth & Development - I like the work culture at Vakrangee Limited



Male Feedback - Career Goals, Growth & Development - I like the work culture at Vakrangee Limited

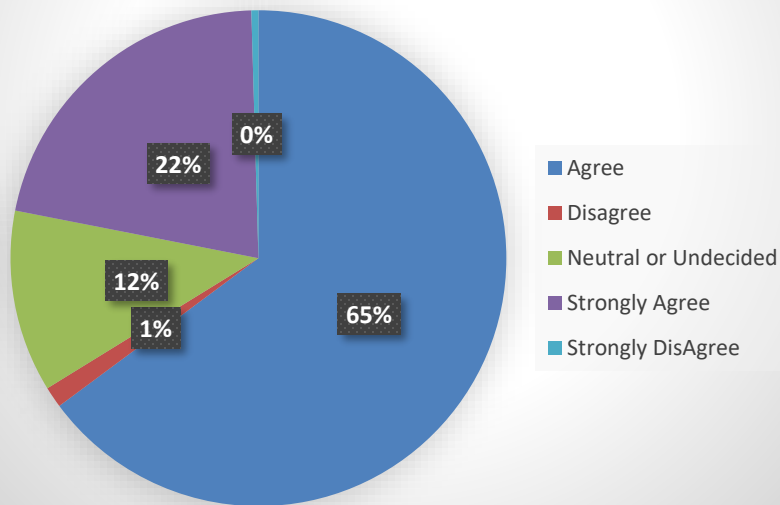


Female Feedback - Career Goals, Growth & Development - I like the work culture at Vakrangee Limited

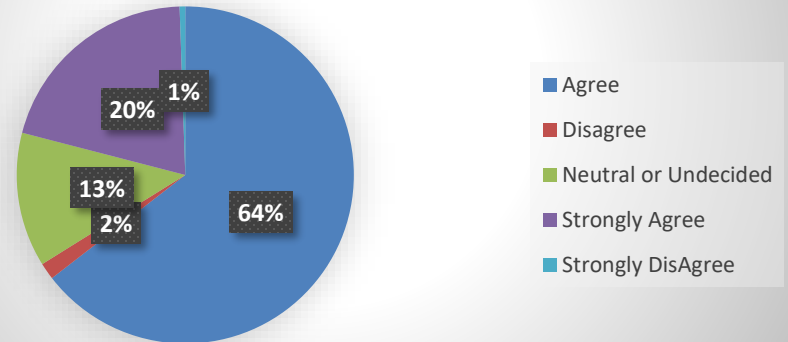


CAREER GOALS, GROWTH & DEVELOPMENT

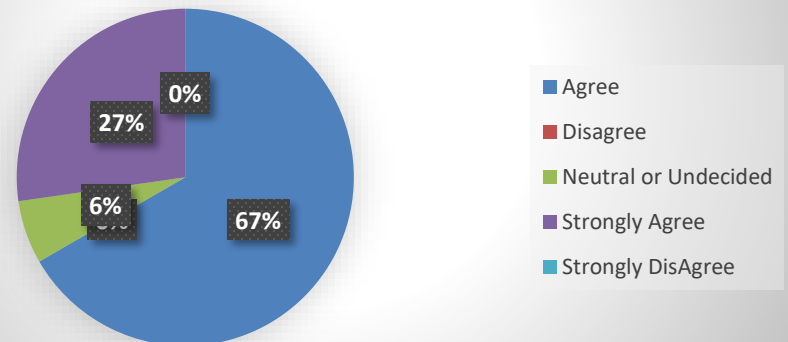
Career Goals, Growth & Development - I have clear understanding of my career goals in Vakrangee Limited.



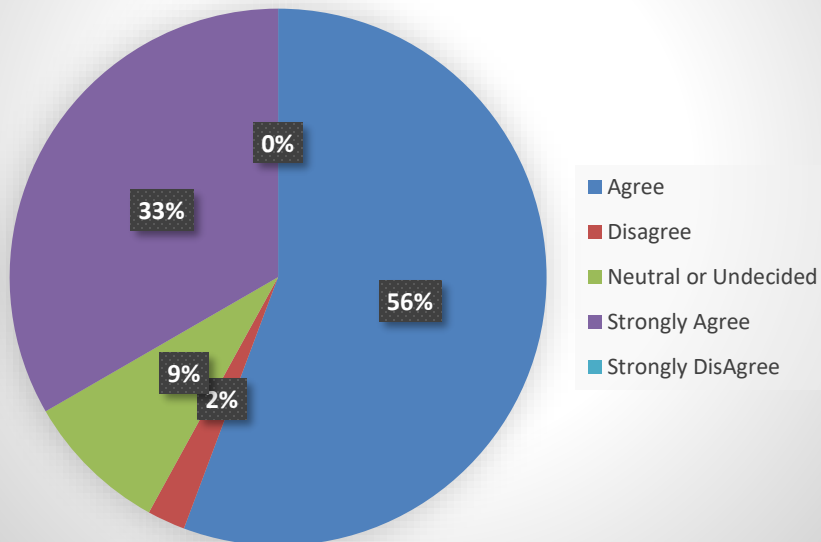
Male Feedback - Career Goals, Growth & Development - I have clear understanding of my career goals in Vakrangee Limited.



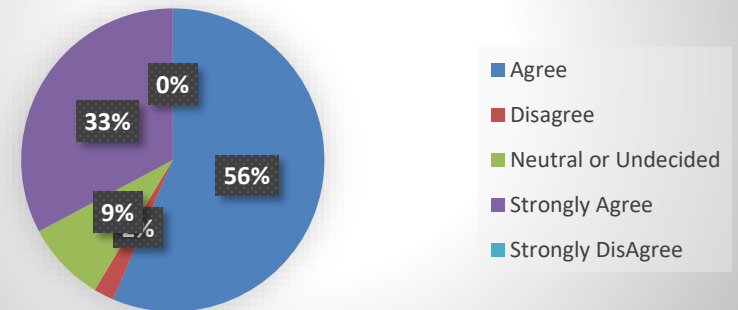
Female Feedback- Goals, Growth & Development - I have clear understanding of my career goals in Vakrangee Limited



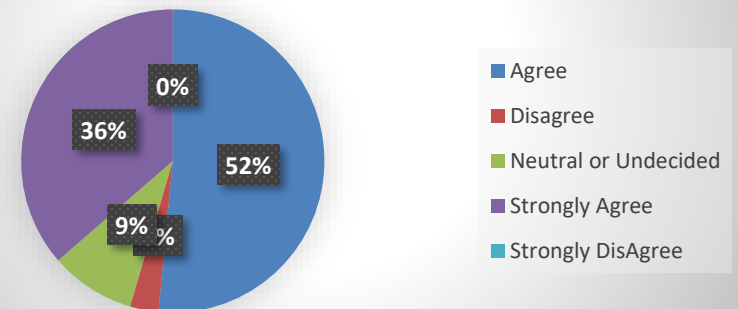
Career Goals, Growth and Development - I am satisfied with my job responsibilities



Male Feedback - Career Goals, Growth and Development - I am satisfied with my job responsibilities

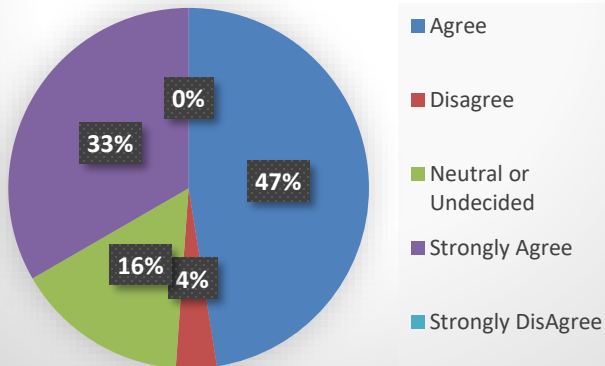


Female Feedback - Career Goals, Growth and Development - I am satisfied with my job responsibilities



CAREER GOALS, GROWTH & DEVELOPMENT

Career Goals, Growth & Development - The company provides me with the opportunities for growth, advancement & Learning & Development



Male Feedback - Career Goals, Growth & Development - The company provides me with the opportunities for growth, advancement & Learning & Development

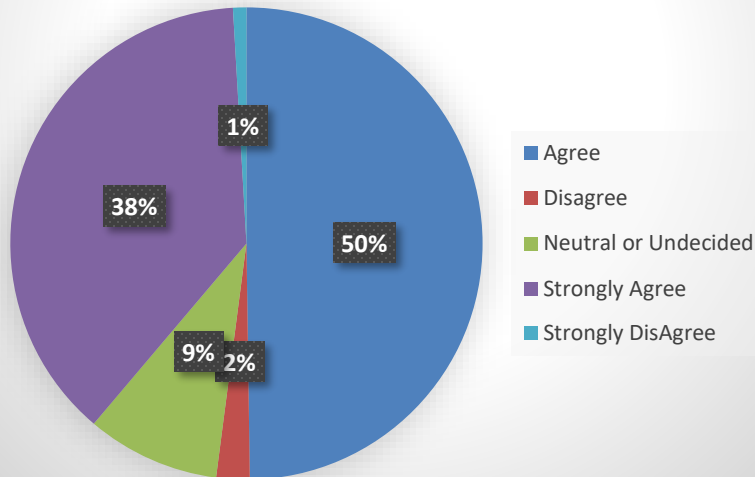


Female Feedback - Career Goals, Growth & Development - The company provides me with the opportunities for growth, advancement & Learning & Development

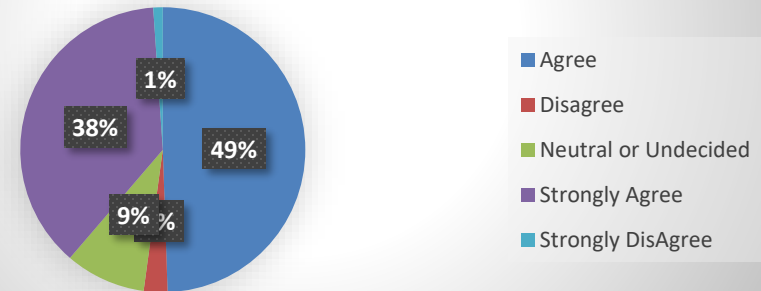


CAREER GOALS, GROWTH & DEVELOPMENT

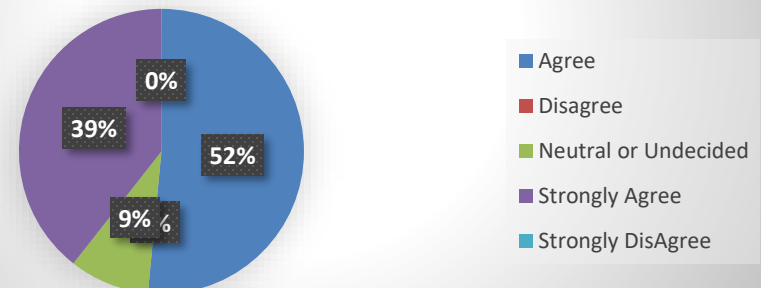
Career Goals, Growth & Development - I can reach to my full potential in this organization by using my skillset and expertise



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

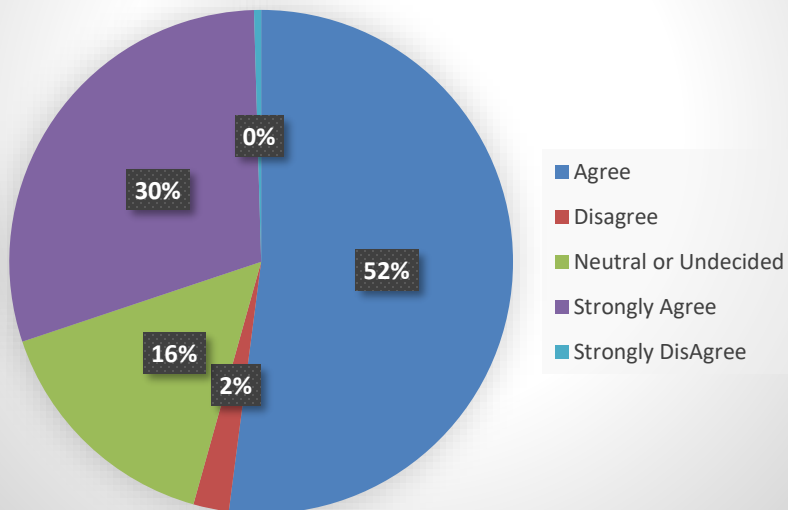


Female Feedback - Career Goals, Growth & Development - I can reach to my full potential in this organization by using my skillset and expertise

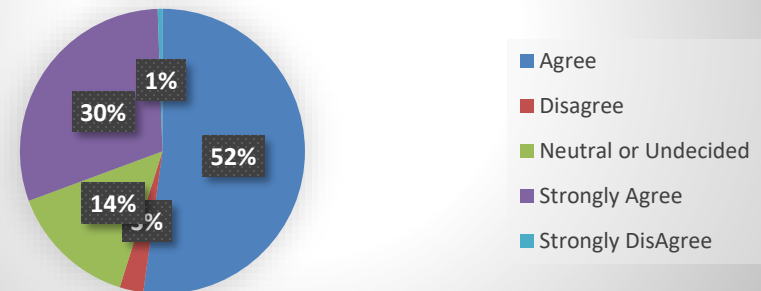


CAREER GOALS, GROWTH & DEVELOPMENT

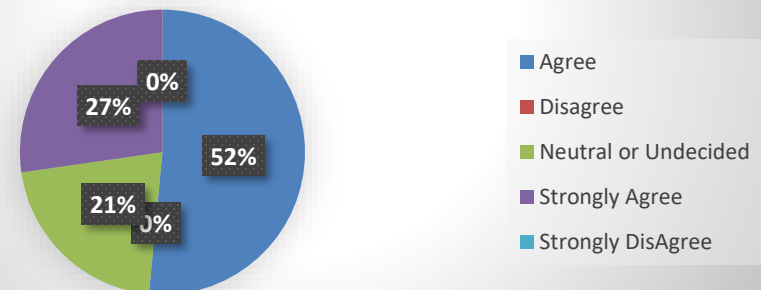
Career Goals, Growth & Development - My personal and professional growth can be achieved in this organization



Male Feedback - Career Goals, Growth & Development - My personal and professional growth can be achieved in this organization

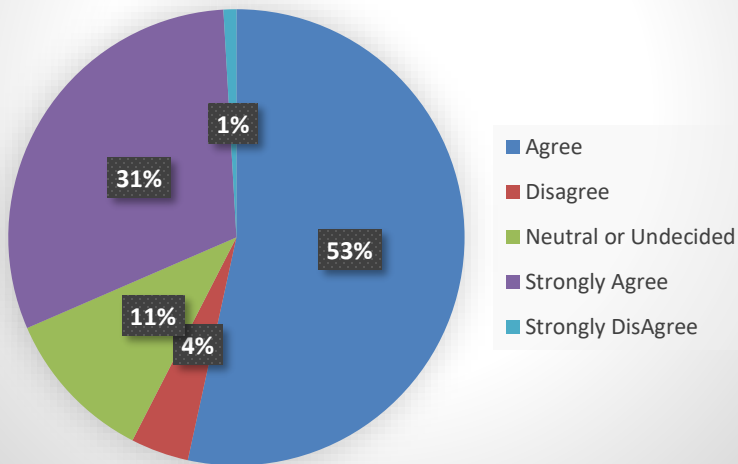


Female Feedback - Career Goals, Growth & Development - My personal and professional growth can be achieved in this organization

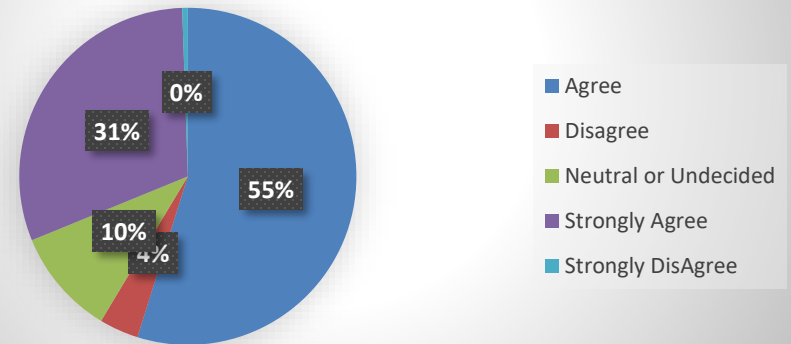


TEAMWORK & COLLABORATION

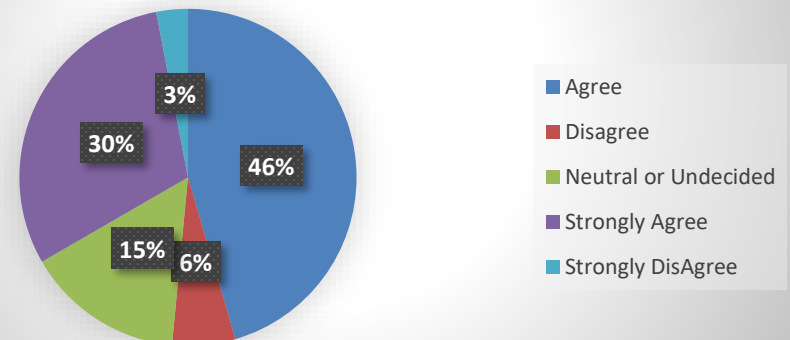
Team work & Collaboration - I feel that work is equally distributed within the team members



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

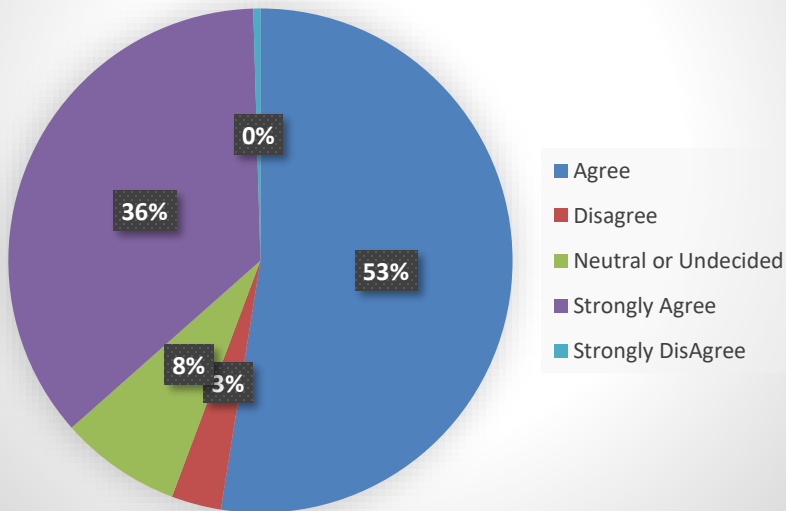


Female Feedback - Team work & Collaboration - I feel that work is equally distributed within the team members

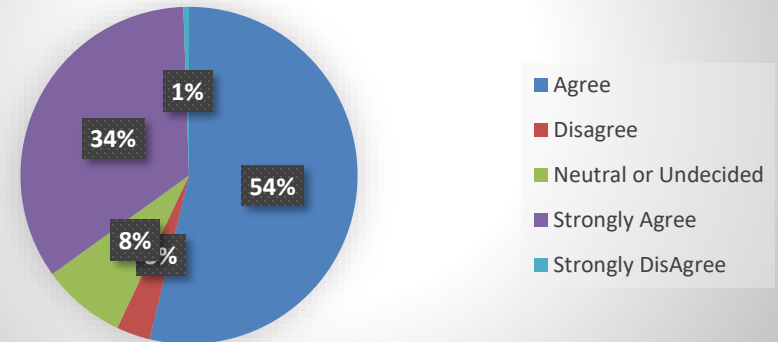


TEAMWORK & COLLABORATION

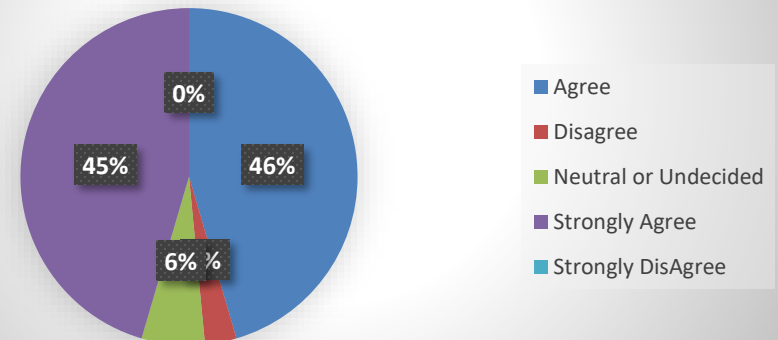
Team work & Collaboration - I feel inspired and connected with my co-workers



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

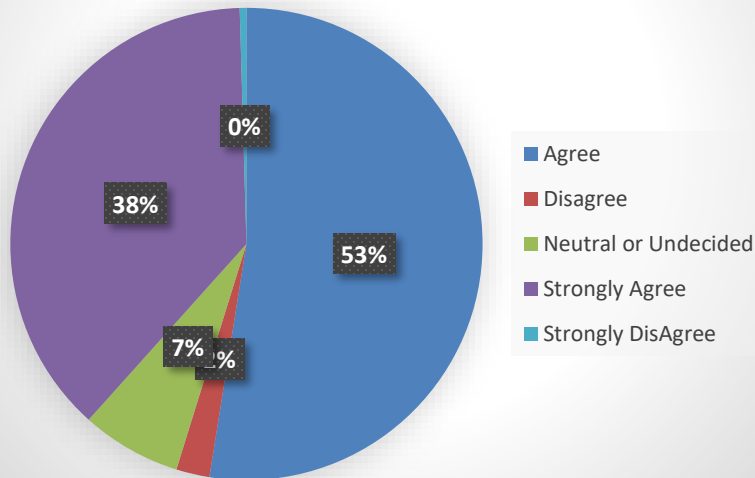


Female Feedback - Team work & Collaboration - I feel inspired and connected with my co-workers

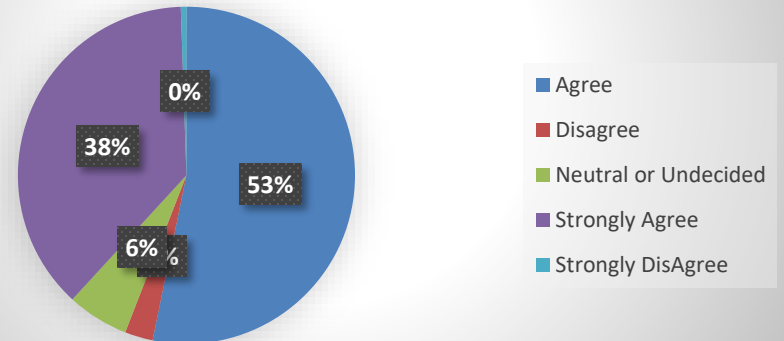


TEAMWORK & COLLABORATION

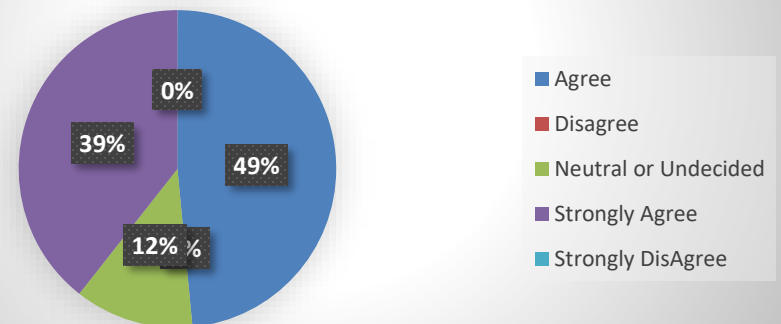
Team work & Collaboration - My Manager encourages collaboration in the team



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

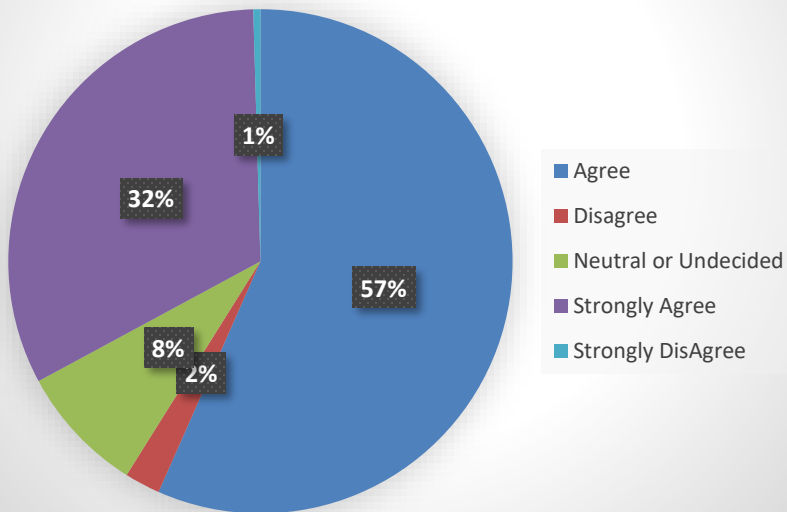


Female Feedback - Team work & Collaboration - My Manager encourages collaboration in the team

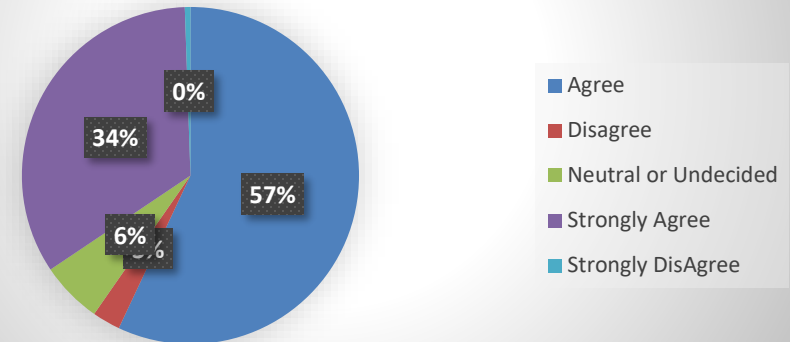


TEAMWORK & COLLABORATION

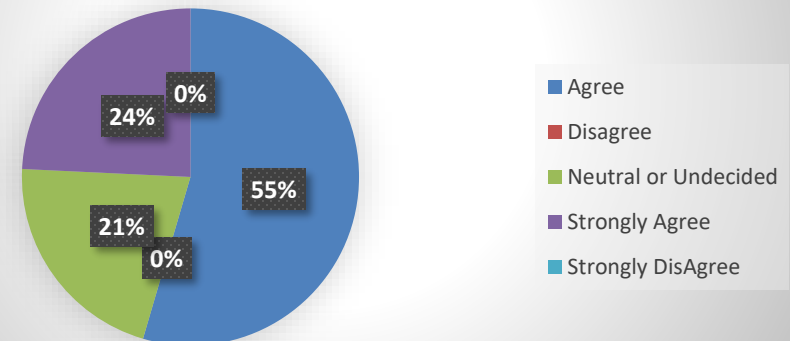
Team work & Collaboration - I am encouraged to come up with new ideas of doing my work



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

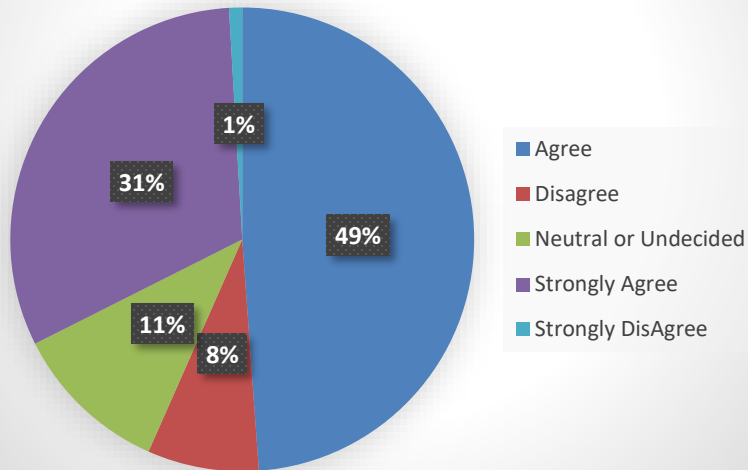


Female Feedback - Team work & Collaboration - I am encouraged to come up with new ideas of doing my work

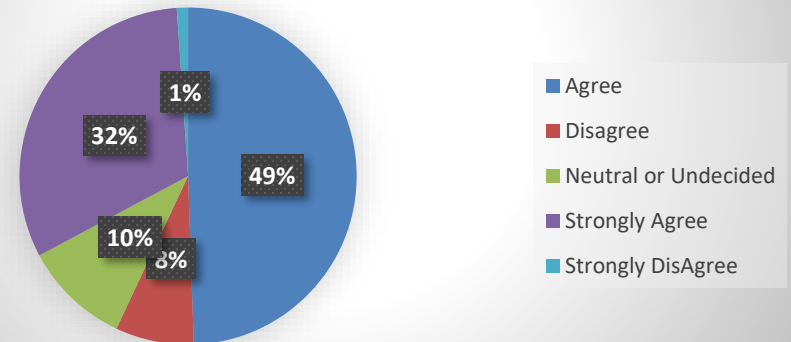


TEAMWORK & COLLABORATION

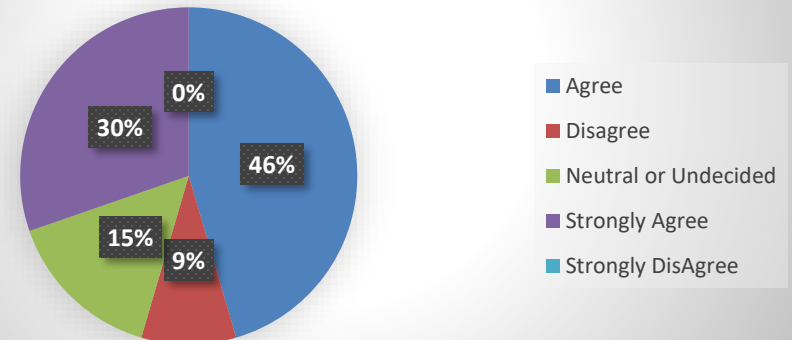
Team Work & Collaboration - I have friend/friends in the organization



Male Feedback - Team Work & Collaboration - I have friend/friends in the organization

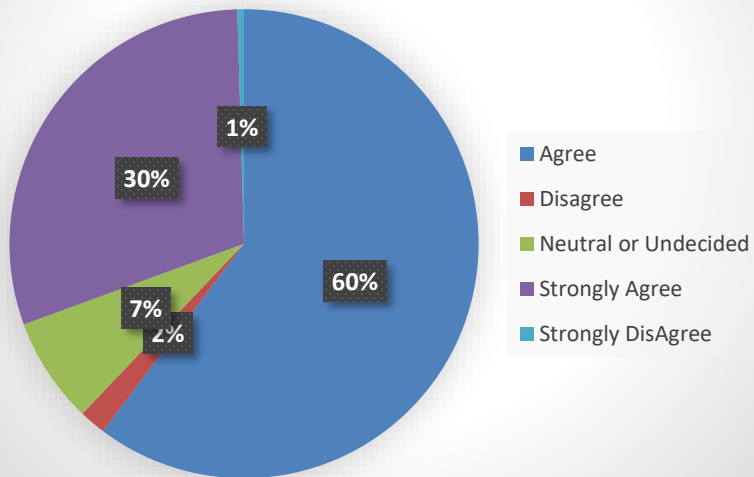


Female Feedback - Team Work & Collaboration - I have friend/friends in the organization

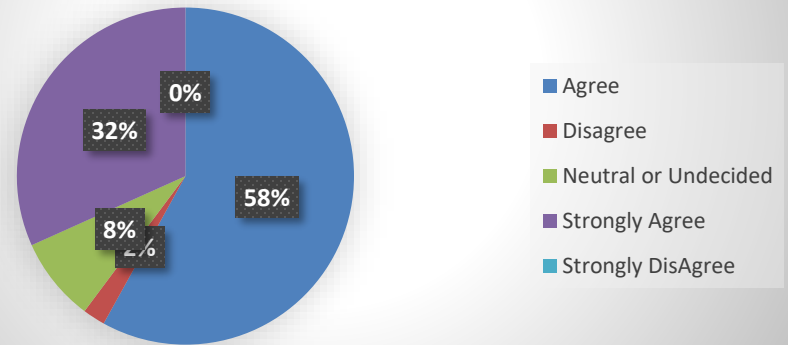


TEAMWORK & COLLABORATION

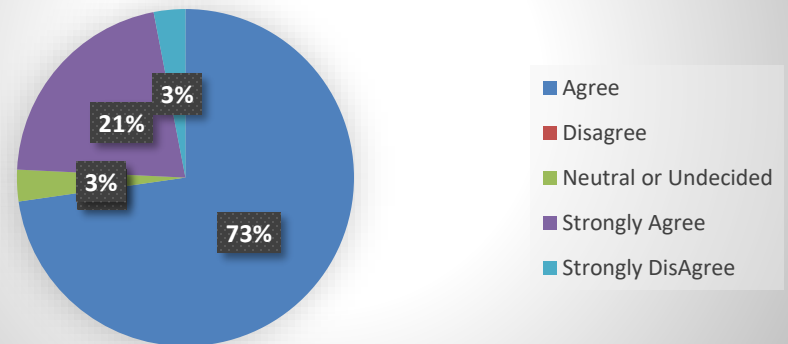
TEAM WORK & COLLABORATION - I can count on my peers in need of help



Male Feedback - TEAM WORK & COLLABORATION - I can count on my peers in need of help

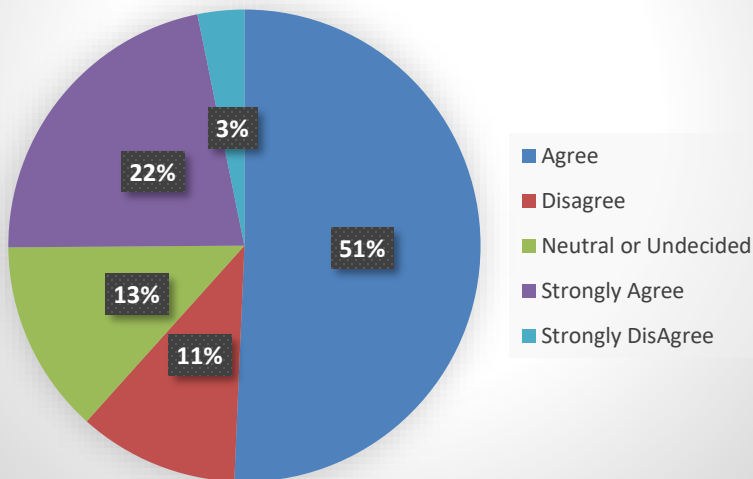


Female Feedback - TEAM WORK & COLLABORATION - I can count on my peers in need of help

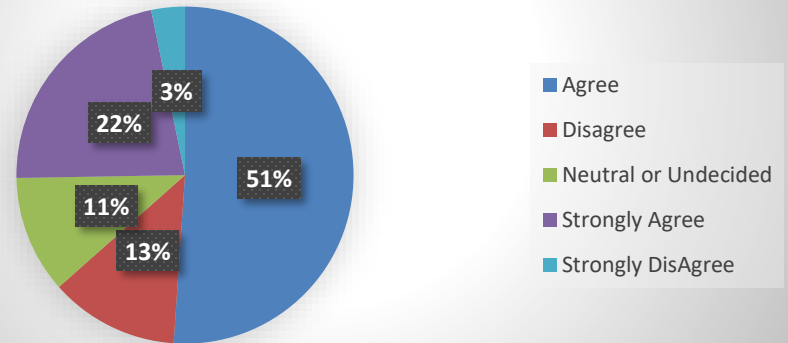


COMPENSATION & BENEFITS

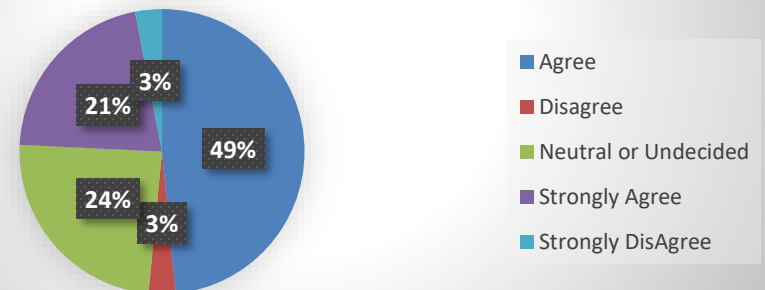
Compensation & Benefits - I am satisfied with the compensation that is offered to me for my job role



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

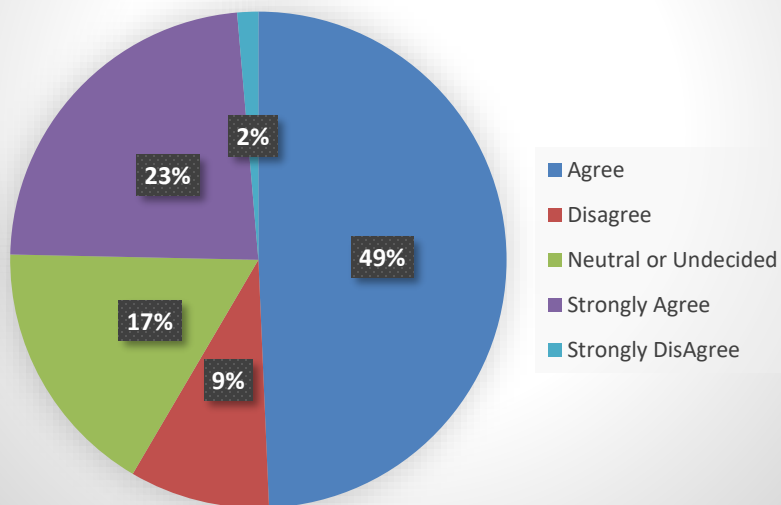


Female Feedback - Compensation & Benefits - I am satisfied with the compensation that is offered to me for my job role

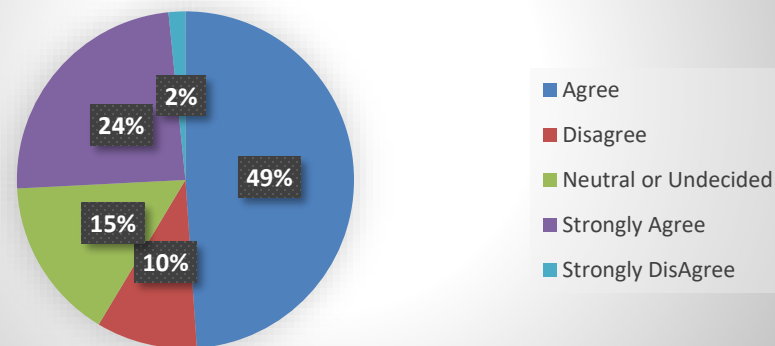


COMPENSATION & BENEFITS

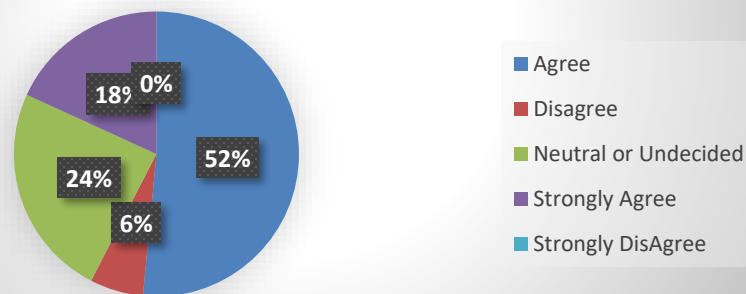
Compensation & Benefits - The benefits that are provided to me are commensurate with industry standards



Male Feedback - Compensation & Benefits - The benefits that are provided to me are commensurate with industry standards

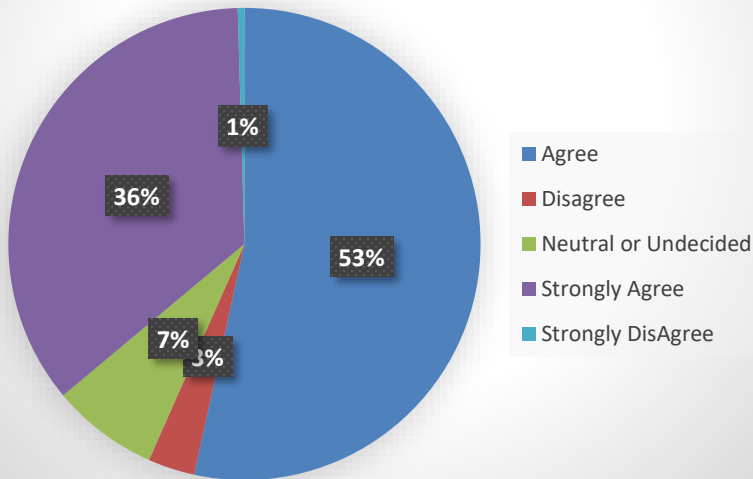


Female Feedback - Compensation & Benefits - The benefits that are provided to me are commensurate with industry standards

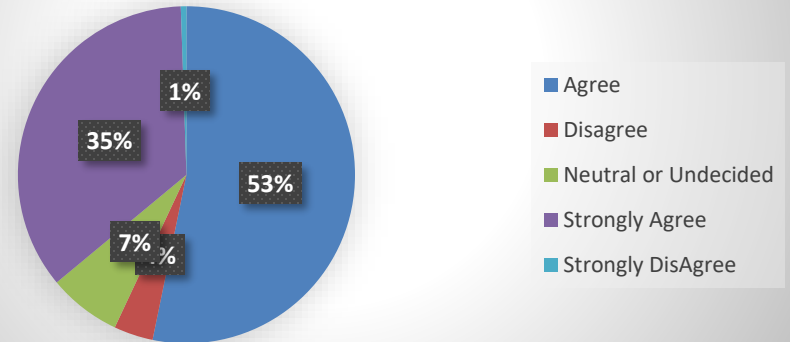


MANAGERIAL EFFECTIVENESS

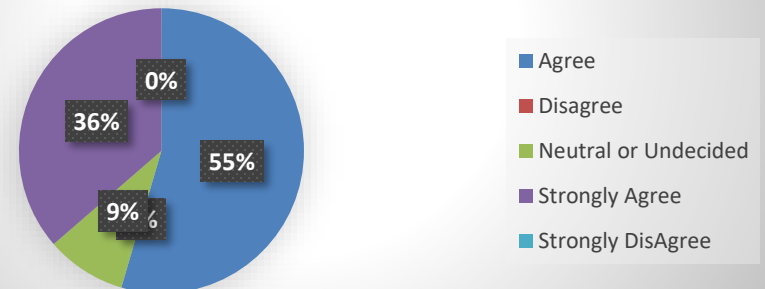
Managerial Effectiveness - My Manager is successful in building trust among the team members



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

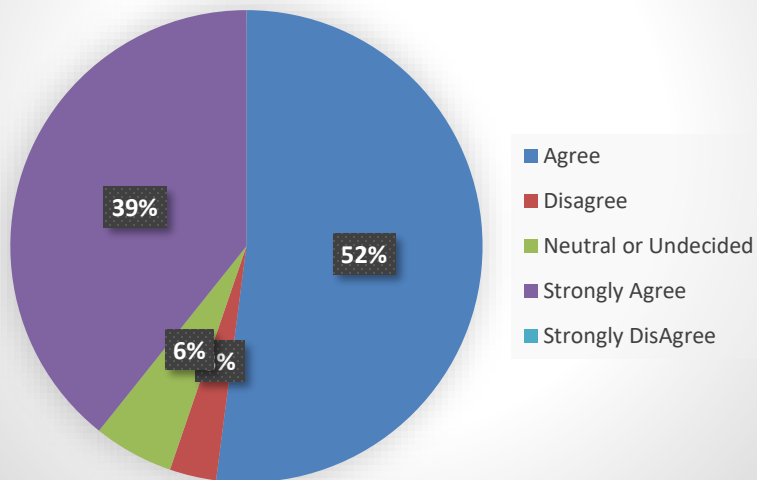


Female Feedback - Managerial Effectiveness - My Manager is successful in building trust among the team members

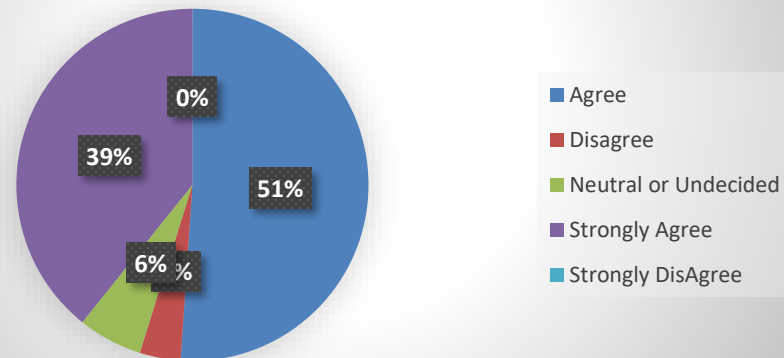


MANAGERIAL EFFECTIVENESS

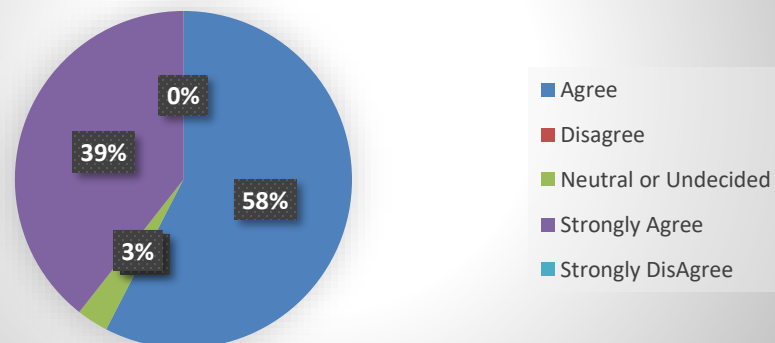
Managerial Effectiveness - My Manager is committed to good quality results



Managerial Effectiveness - My Manager is committed to good quality results (Male Feedback)

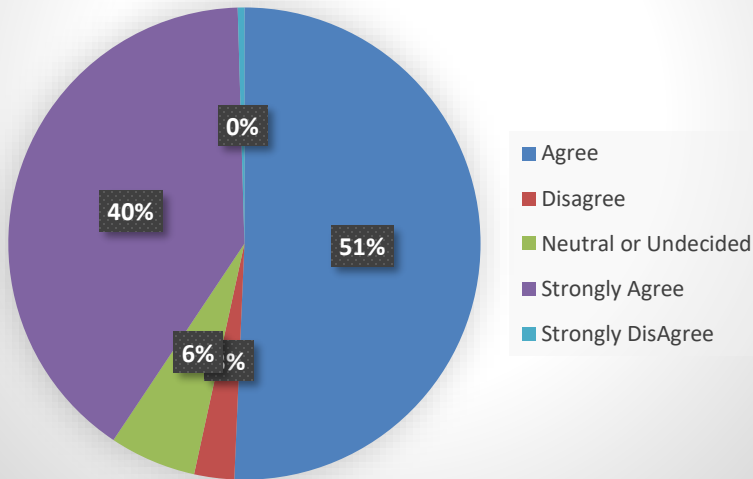


Female Feedback - Effectiveness - My Manager is committed to good quality results

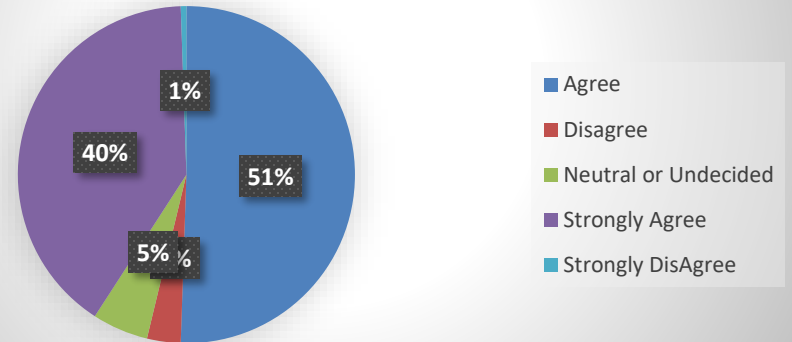


MANAGERIAL EFFECTIVENESS

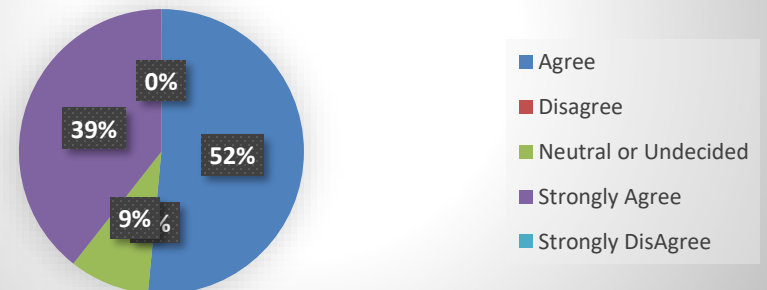
Managerial Effectiveness - My Manager provides guidance and motivation whenever required



Male Feedback - Managerial Effectiveness - My Manager provides guidance and motivation whenever required

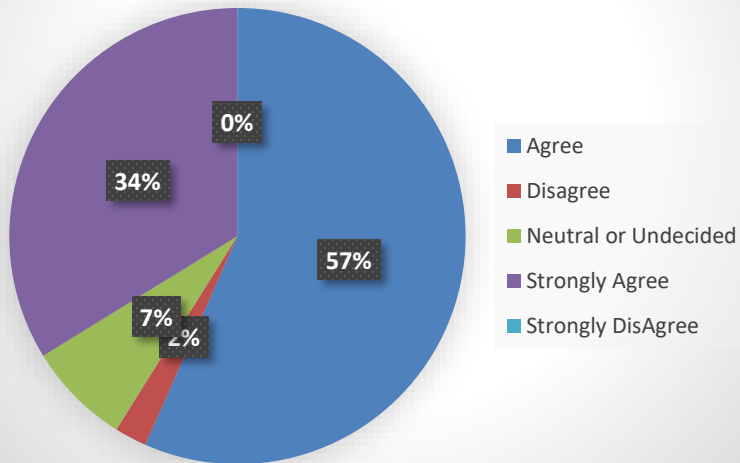


Female Feedback - Managerial Effectiveness - My Manager provides guidance and motivation whenever required

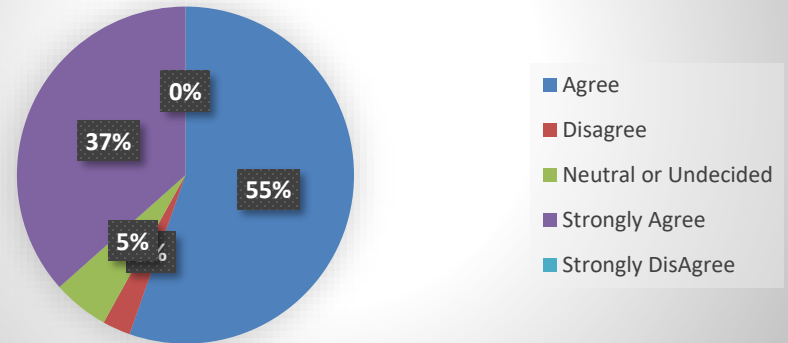


MANAGERIAL EFFECTIVENESS

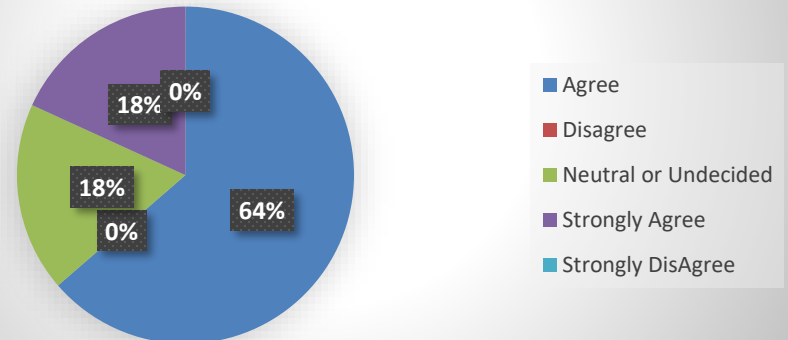
Managerial Effectiveness - My Manager allocates challenging assignments / projects to me



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

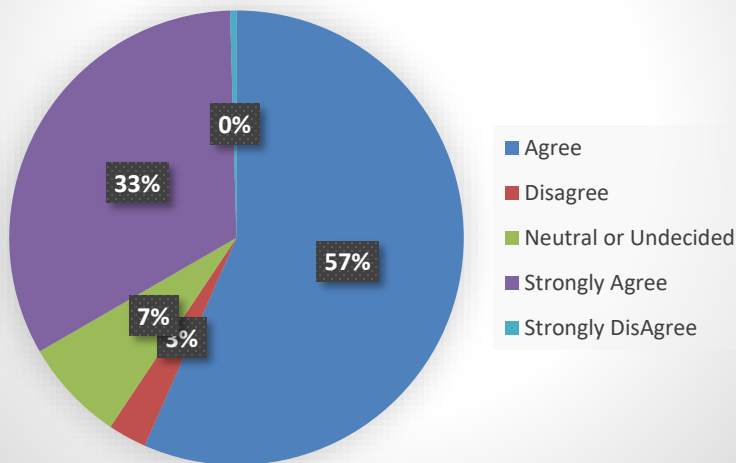


Managerial Effectiveness - My Manager allocates challenging assignments / projects to me (Female Feedback)

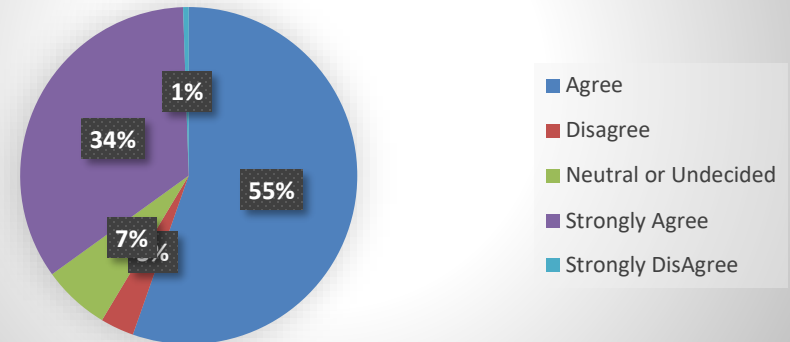


MANAGERIAL EFFECTIVENESS

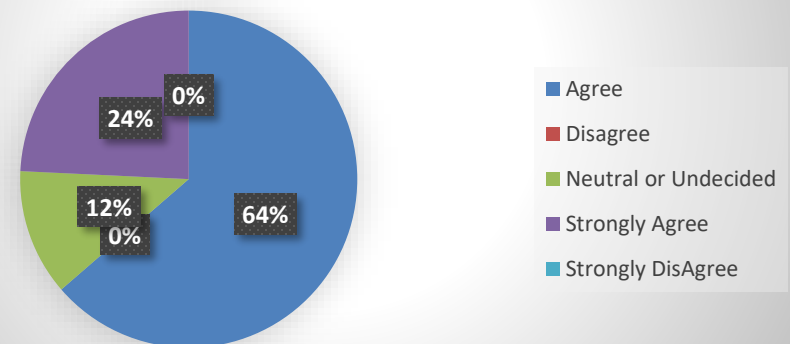
Managerial Effectiveness - I get opportunity to express myself in the team



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

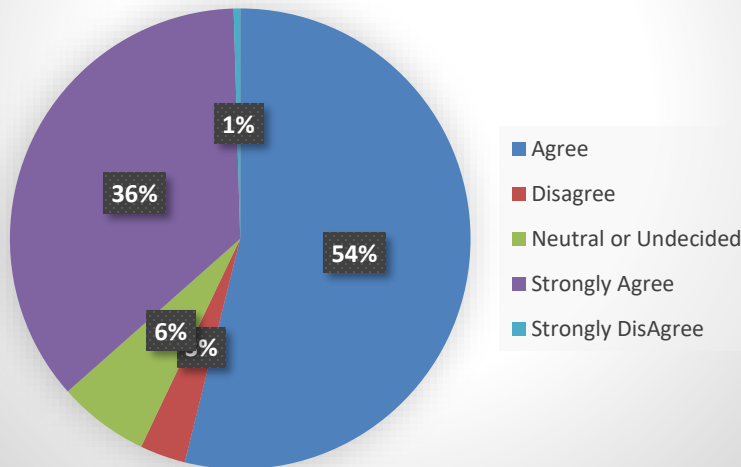


Female Feedback - Managerial Effectiveness - I get opportunity to express myself in the team

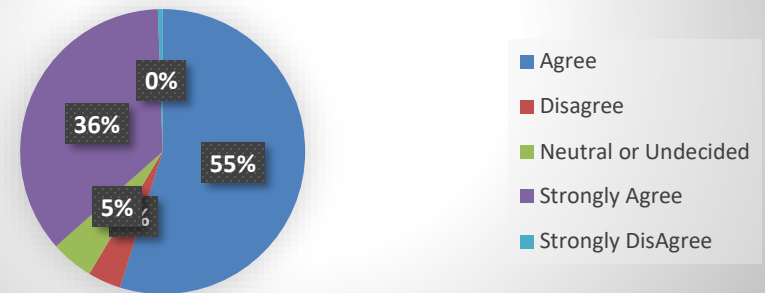


MANAGERIAL EFFECTIVENESS

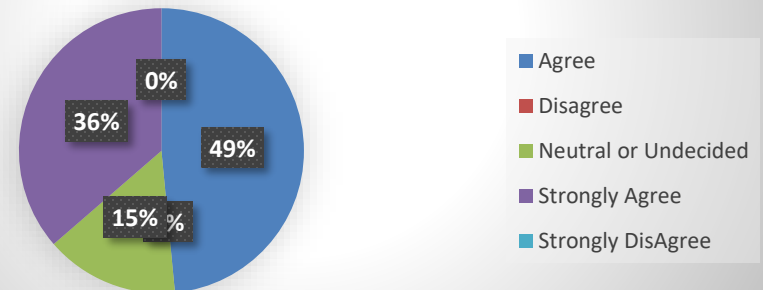
Managerial Effectiveness - My Manager is supportive and active in involving me in team discussion and decision.



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

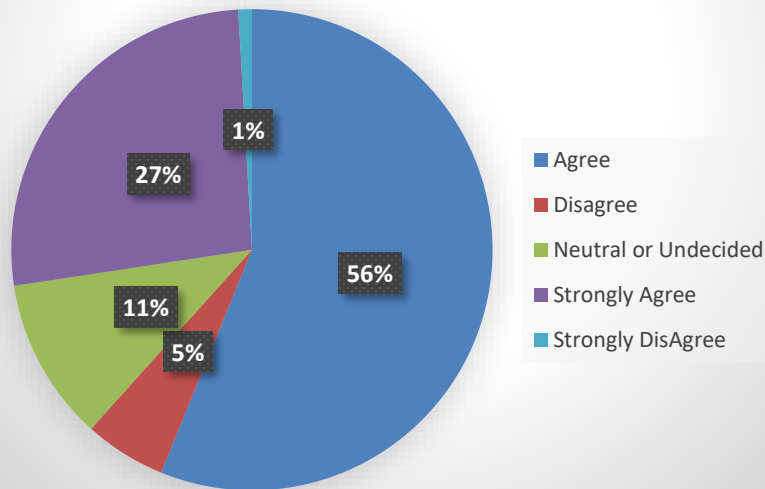


Female Feedback - Managerial Effectiveness - My Manager is supportive and active in involving me in team discussion and decision.

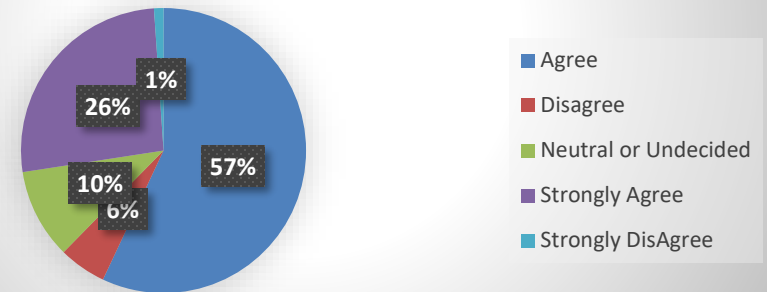


WORK LIFE BALANCE

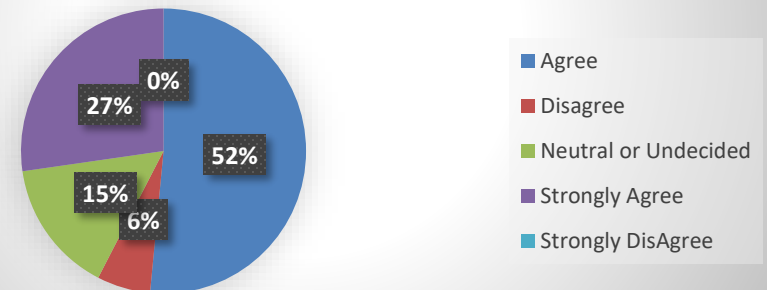
Work Life Balance - The work environment helps me strike the right balance between my Professional Life and Personal life



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

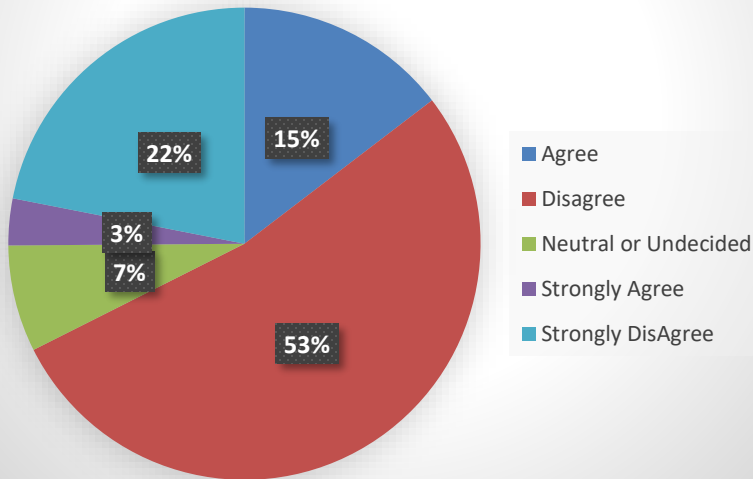


Female Feedback - Work Life Balance - The work environment helps me strike the right balance between my Professional Life and Personal life

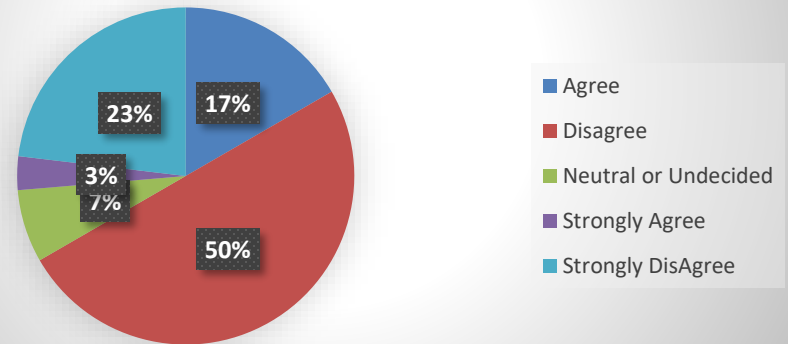


WORK LIFE BALANCE

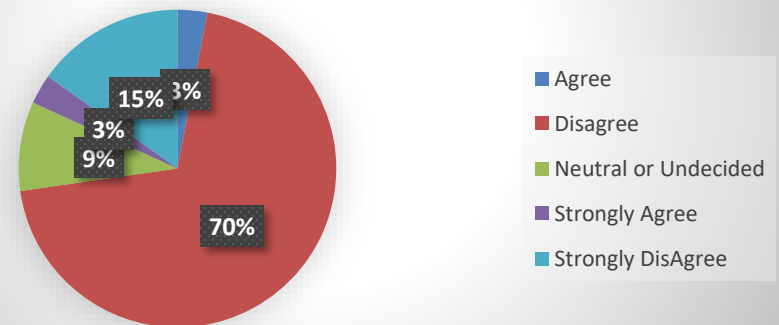
Work Life Balance - I feel overloaded and stressed because of the work assigned to me



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

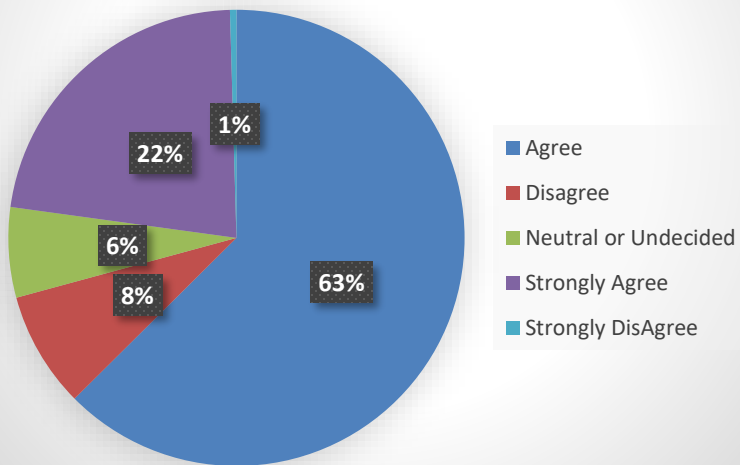


Female Feedback - Work Life Balance - I feel overloaded and stressed because of the work assigned to me

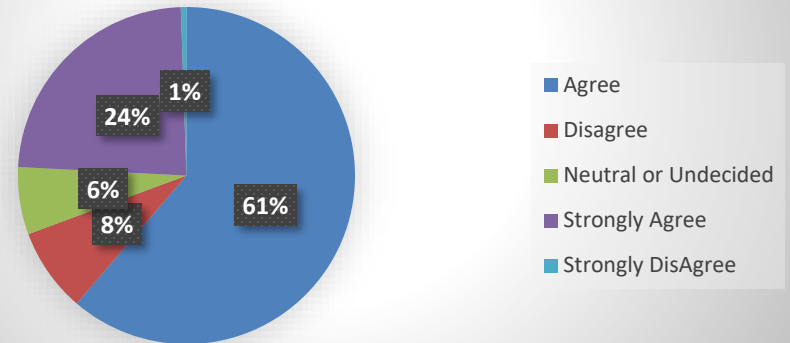


WORK LIFE BALANCE

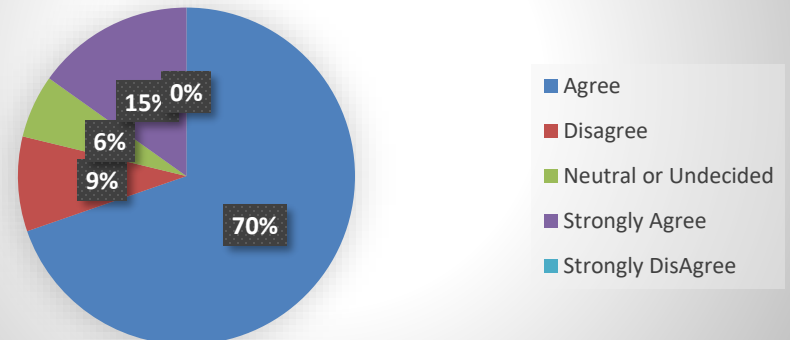
Work Life Balance - I am allowed to take regular breaks in between my work



Male Feedback - Work Life Balance - I am allowed to take regular breaks in between my work

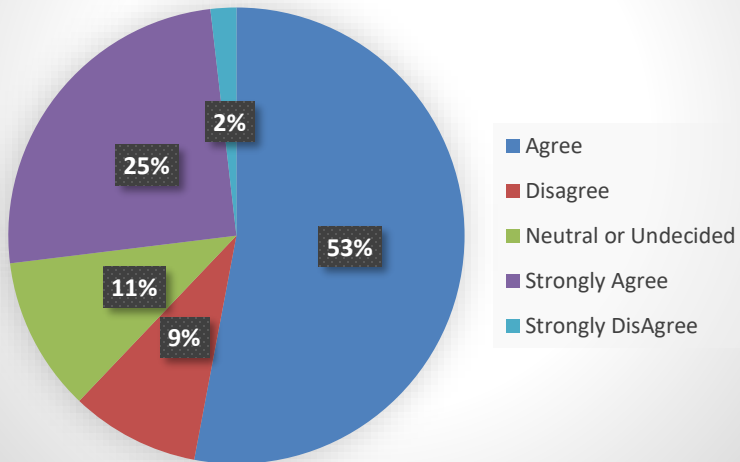


Female Feedback - Work Life Balance - I am allowed to take regular breaks in between my work

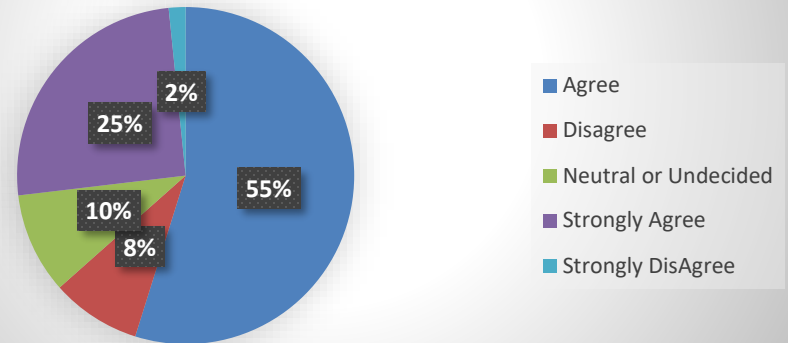


WORK LIFE BALANCE

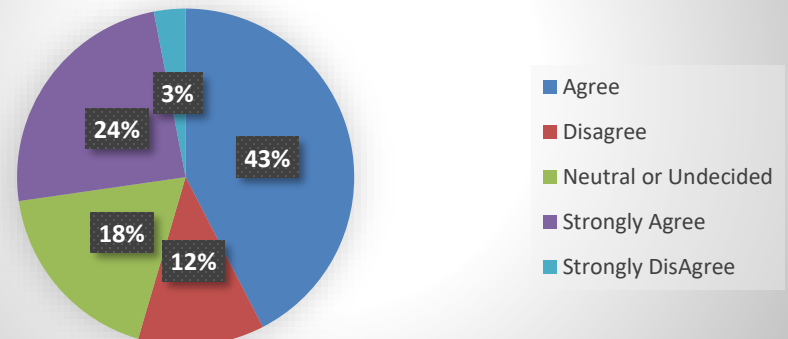
Work Life Balance - I am happy with the leave policy of the company



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

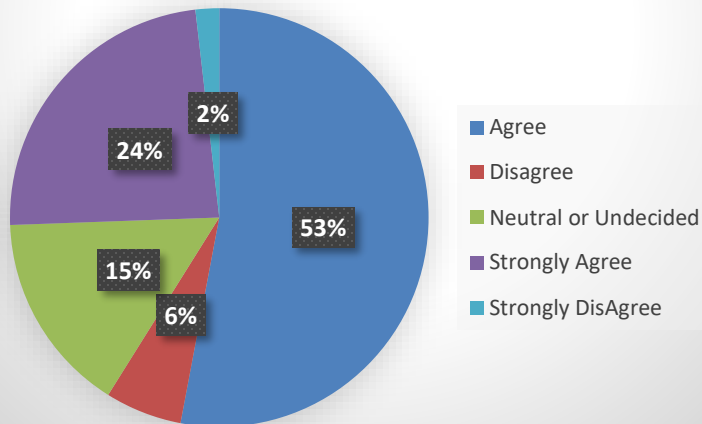


Female Feedback - Work Life Balance - I am happy with the leave policy of the company



WORK LIFE BALANCE

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



**Male Feedback - Work Life Balance -
Recreational activities / Employee
Engagement activities are carried out
periodically to enlighten the work
environment**

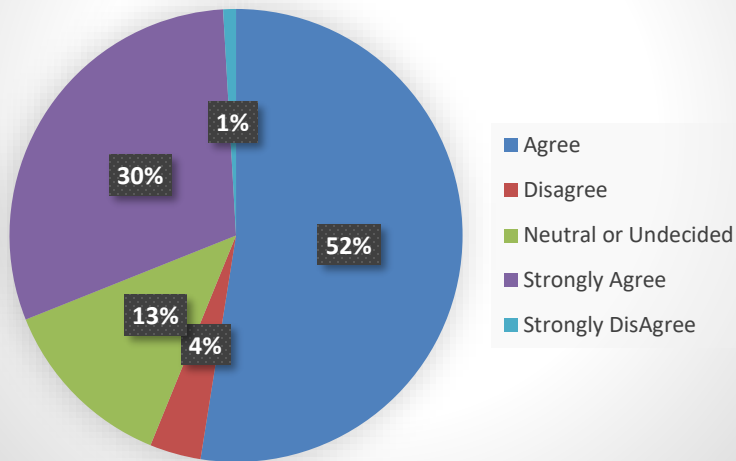


**Female Feedback - Work Life Balance -
Recreational activities / Employee
Engagement activities are carried out
periodically to enlighten the work
environment**

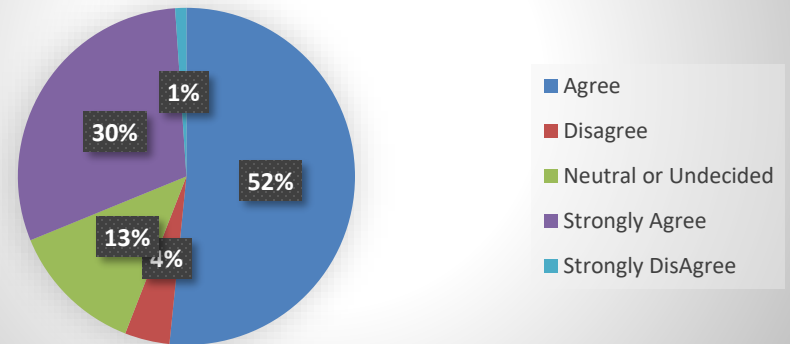


WORK LIFE BALANCE

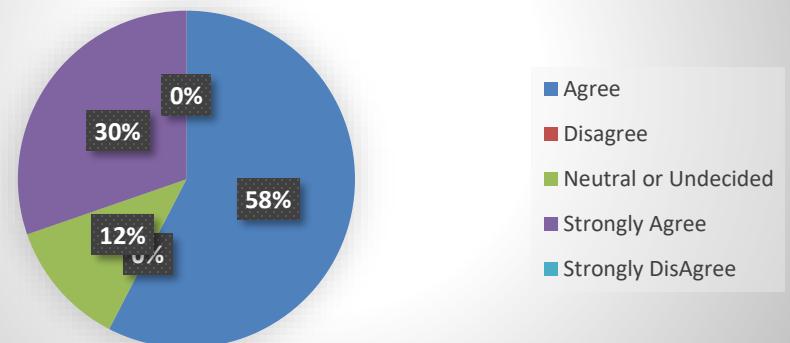
Work Life Balance - I have flexibility to take personal leaves whenever required



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

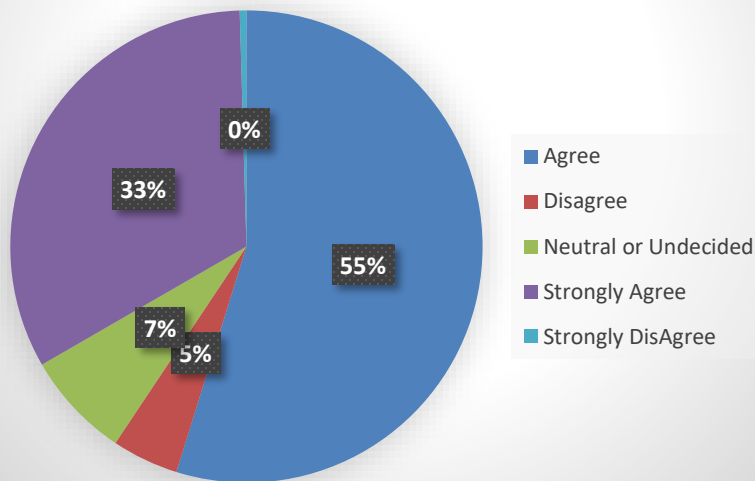


Female Feedback - Work Life Balance - I have flexibility to take personal leaves whenever required

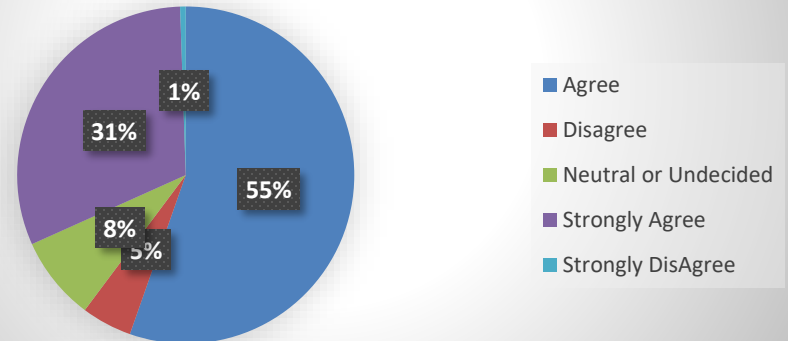


PERFORMANCE, REWARD & RECOGNITION

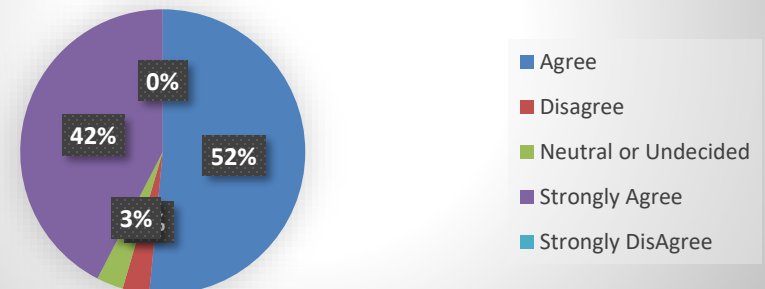
Performance, Reward & Recognition - I receive appreciation from my manager and peers for good job done



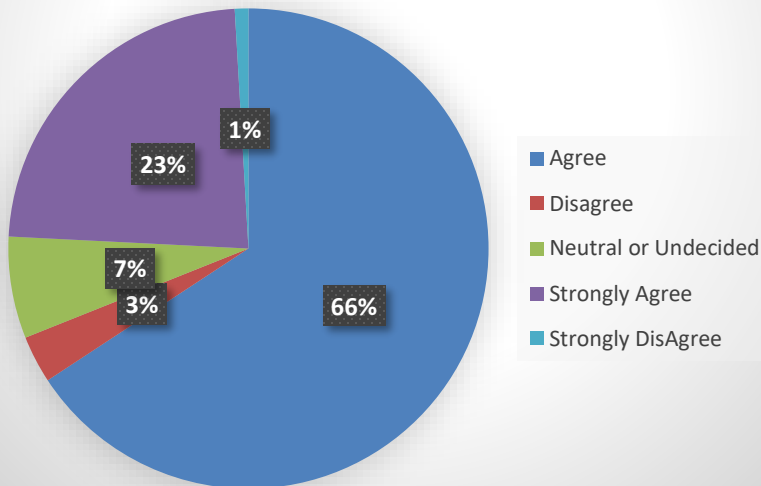
Male Feedback - Performance, Reward & Recognition - I receive appreciation from my manager and peers for good job done



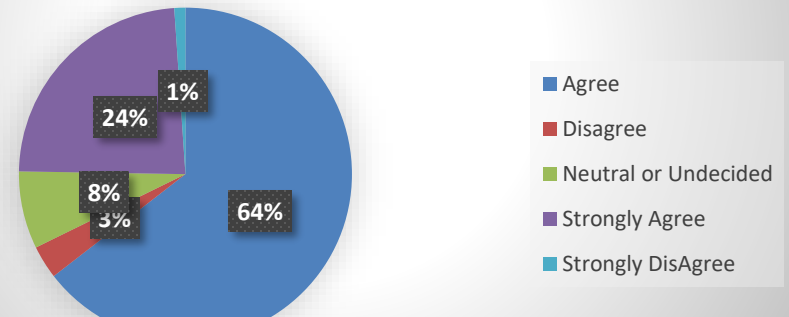
Female Feedback - Performance, Reward & Recognition - I receive appreciation from my manager and peers for good job done



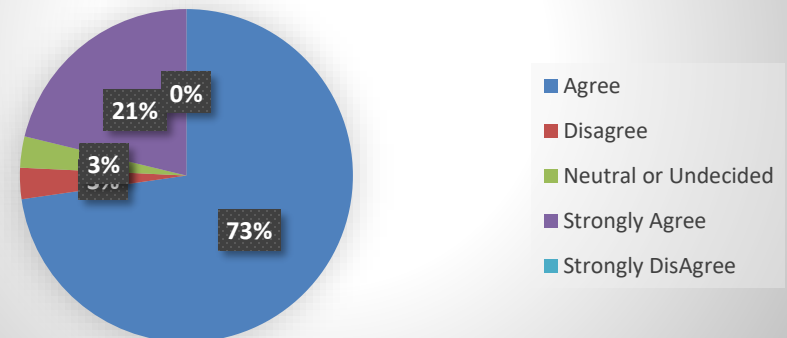
Performance, Reward & Recognition - I am rewarded for my performance and receive recognition from my managers for my extraordinary efforts



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

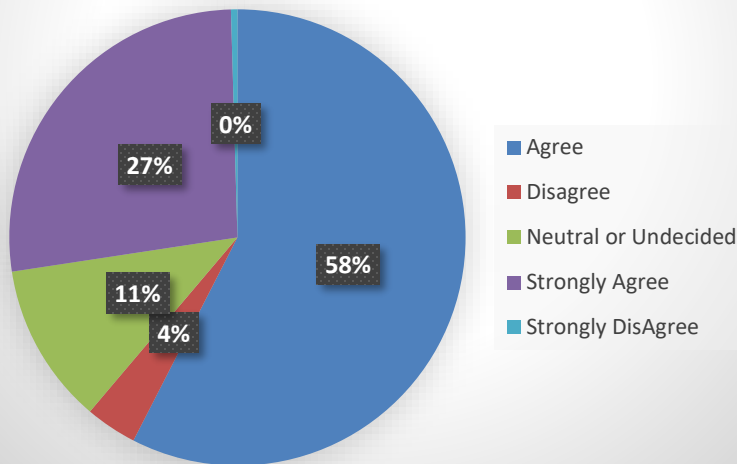


Female Feedback - Performance, Reward & Recognition - I am rewarded for my performance and receive recognition from my managers for my extraordinary efforts

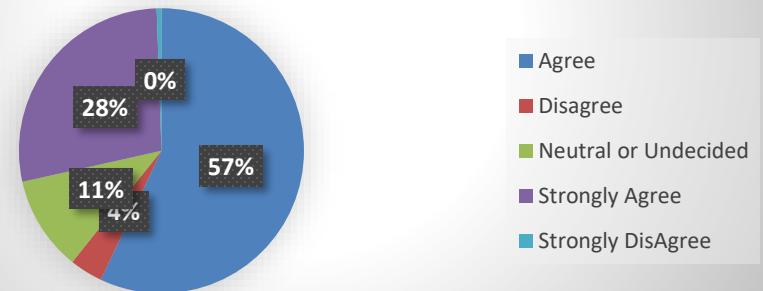


PERFORMANCE, REWARD & RECOGNITION

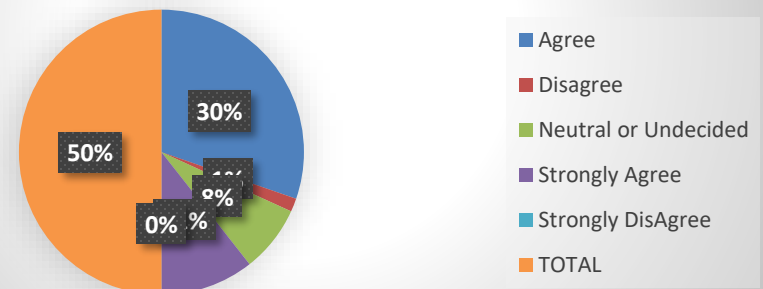
Performance, Reward & Recognition - I receive feedback from my manager and peers that helps me improve my performance



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

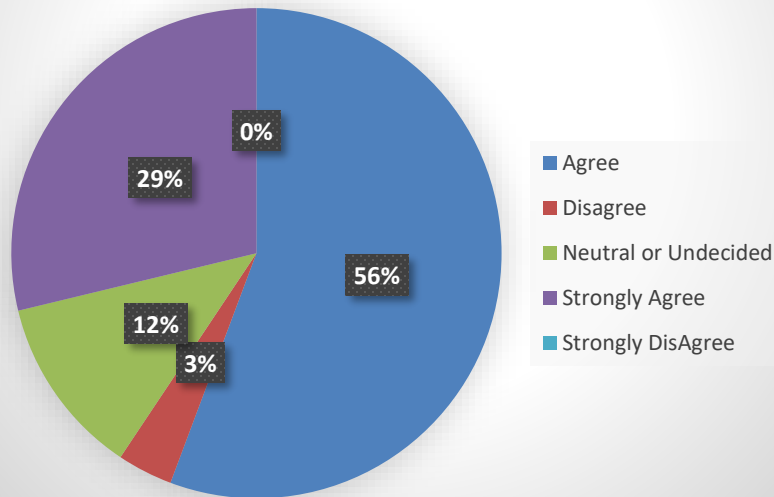


Female Feedback - Performance, Reward & Recognition - I receive feedback from my manager and peers that helps me improve my performance

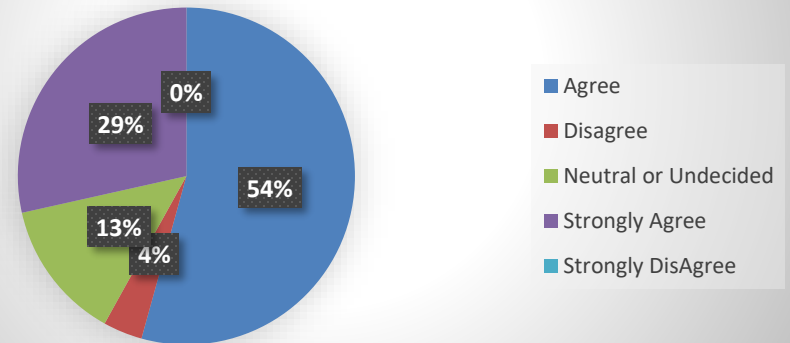


PERFORMANCE, REWARD & RECOGNITION

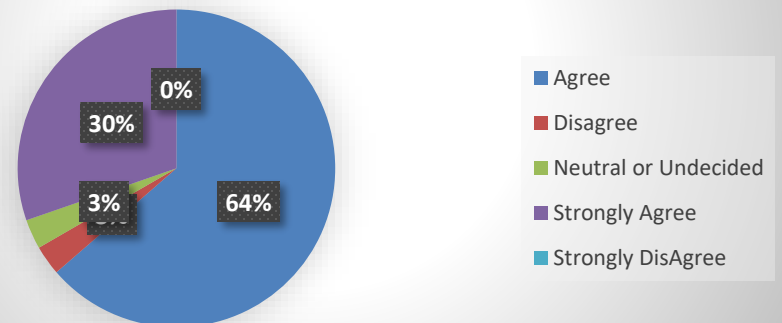
Performance, Reward & Recognition - I feel that my work is always recognized and valued



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

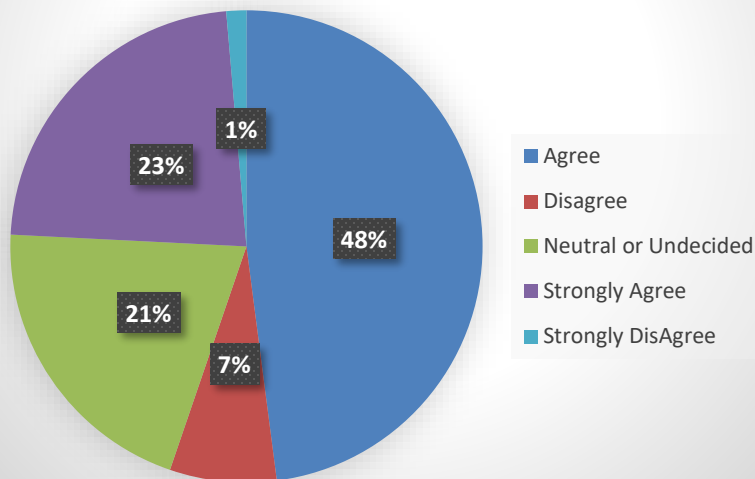


Female Feedback - Performance, Reward & Recognition - I feel that my work is always recognized and valued

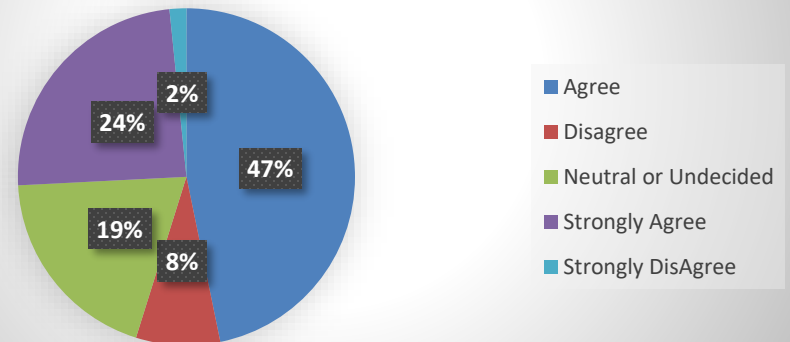


PERFORMANCE, REWARD & RECOGNITION

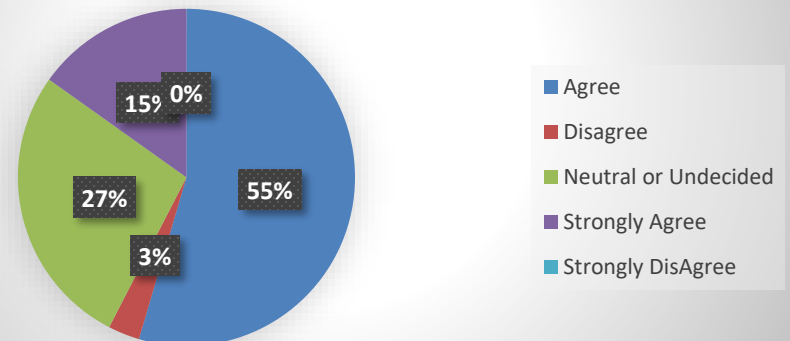
Performance, Reward & Recognition - I am happy with my Career path and Promotion plan



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

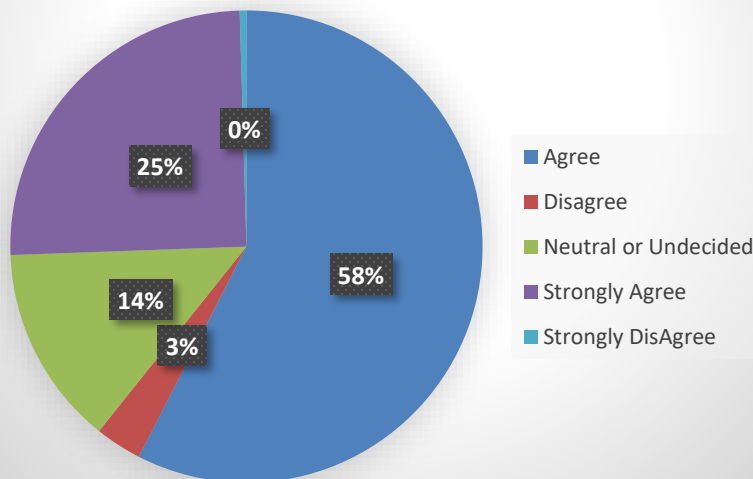


Female Feedback - Performance, Reward & Recognition - I am happy with my Career path and Promotion plan

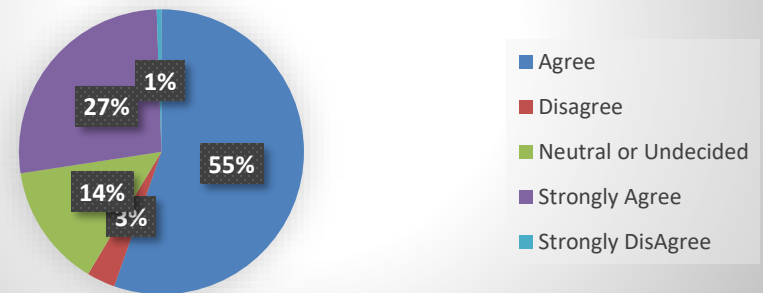


PERFORMANCE, REWARD & RECOGNITION

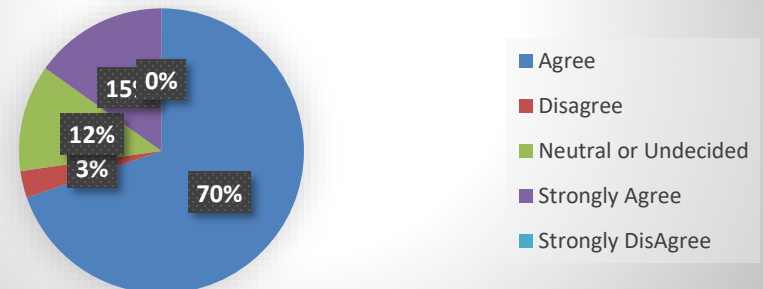
Performance, Reward & Recognition - I am satisfied with my overall job and have all the resources i need to do my job successfully



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

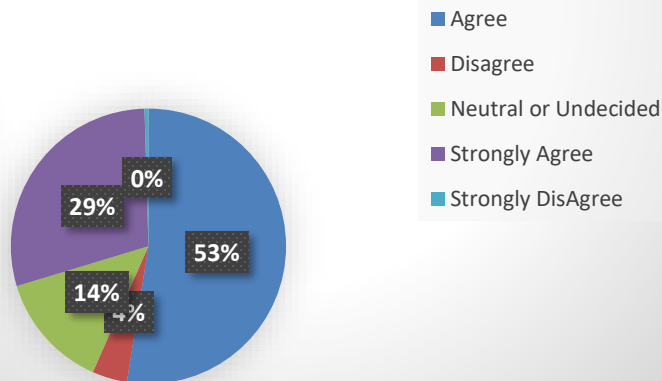


Female Feedback - Performance, Reward & Recognition - I am satisfied with my overall job and have all the resources i need to do my job successfully



COMPANY RECOMMENDATIONS

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



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

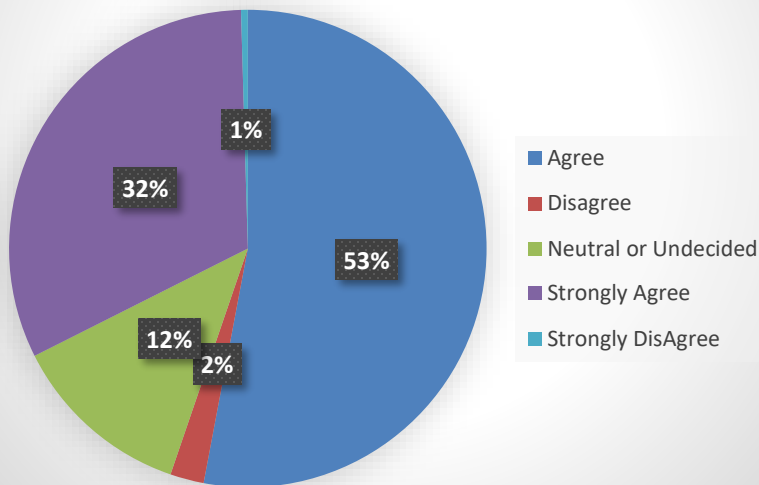


Female Feedback - Company Recommendation - I will recommend the company to my friends and family

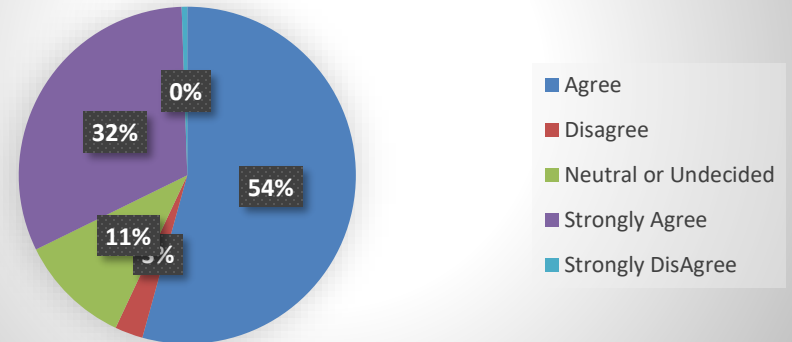


COMPANY RECOMMENDATIONS

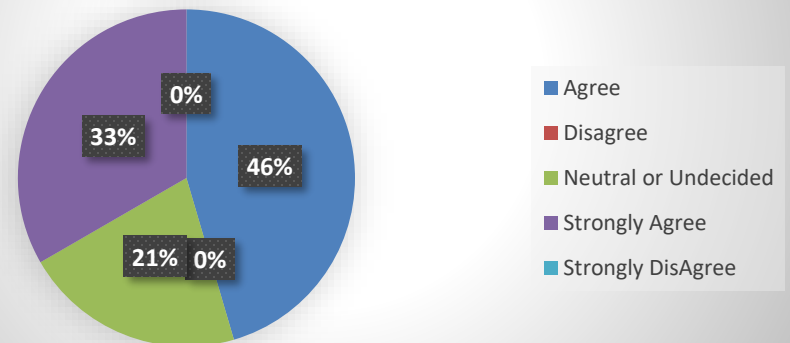
Company Recommendation - I am happy and satisfied working at Vakrangee Limited



Male Feedback - Company Recommendation - I am happy and satisfied working at Vakrangee Limited



Female Feedback - Company Recommendation - I am happy and satisfied working at 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 85% in each of the parameters.
- 89% employees feel that are satisfied with job responsibilities, out of which ratio of Male -166 employees and Female - 29 employees and they are proud to work with Vakrangee Ltd - out of which ratio of Male- 165 employees - and Female - 29 employees.
- 88% employees feel that they can reach to their full potential in this organization by using their skillset and expertise, out of which out of which ratio of Male- 162 employees- and Female - 30 employees.
- 86% employees feel that they have clear understanding of career goals in Vakrangee Limited, out of which out of which ratio of Male- 158 employees - and Female - 31 employees.

Teamwork & Collaboration

- 90% employees feel that their Manager encourages collaboration in the team out of which ratio of Male- 169 employees - and Female - 29 employees & they can count on their peers in need of help out of which ratio of Male- 167 employees - and Female - 31 employees
- 89% employees feel that they are inspired and connected with their co-workers out of which ratio of Male- 164 employees - and Female - 30 employees and are encouraged to come up with new ideas of doing workout of which ratio of Male- 169 employees - and Female - 26 employees.
- Teamwork and Collaboration demonstrates the enthusiasm for achieving efficiency and success together.

Compensation and Benefits

- 2 questions were directed towards Compensation and Benefits and 73% employees feel that they are satisfied with the compensation that is offered to them and for their job role and The benefits that are provided to them commensurate with industry standards out of which ratio of Male- 136 - and Female - 23

Managerial Effectiveness

- 6 questions were directed towards understanding managerial effectiveness in the organization.
- Approx. 91% employees feel that their Manager is committed to good quality results out of which ratio of Male- 168 - and Female - 32 and their Manager provides guidance and motivation whenever required out of which ratio of Male- 169 - and Female - 30
- 90% employees feel that their Manager allocates challenging assignments / projects to them out of which ratio of Male- 171 - and Female - 27 and their Manager is supportive and active in involving them in the team discussion and decision out of which ratio of Male- 169 - and Female - 28.

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.
- 85% employees feel they are allowed to take regular breaks in between their work out of which Male – 158 employees and Female – 28 employees.
- 83% employees feel that the work environment helps them to strike the right balance between their Professional Life and Personal life out of which Male – 155 employees and Female – 26 employees. and they have flexibility to take personal leaves whenever required out of which Male – 152 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 – 89% employees feel that they are rewarded for their performance and receive recognition from their managers for their extraordinary efforts out of which Male – 164 employees and Female – 31 employees.
- 88% employees feel that they receive appreciation from their manager and peers for good job done out of which Male – 161 employees and Female – 31 employees.
- The least rating in this section is 71% employees feel that they are happy with their Career path and Promotion plan out of which Male – 132 employees and Female – 23 employees.

Company Recommendation

- An average of 83% employees feel that they will recommend the company to their friends and family out of which Male – 155 employees and Female – 24 employees. and they are happy and satisfied working at Vakrangee Limited out of which Male – 160 employees and Female – 26 employees.

Overall Summary

- An Average of 90% Employees are happy about their career progression, team work and colladration, Mangerial Effectivness , Pefromance Reward and Team work in Vakrangee Limited , whereas 18% employees feel that they overloaded and stressed because of work assigned to them , which needs to be addressed.
- An Average of 12% employees feel that they are not satisfied with the compensation that is offered to them , The benefits that are provided to them does not commensurate with industry standards and they are not happy with the leave policy of the company.

Thank
You