

GMR Group





















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ECHO Employee Engagement Survey

2024

Content



Methodology

Engagement Drivers

Employee Engagement Score



ECHO,2024 Section-1: Methodology

Employee Engagement Policy – Objectives & Drivers



Objective

Foster positive work environment & culture which boosts employee morale & productivity.

Employee Engagement focuses on :

- a. Employees' commitment towards organization
- b. Employees' satisfaction with their job

Reporting Manager Level

- Feedback (drive performance)
- Team connects (caring manager)
- Job Clarity (drive accountability)

Employee Engagement Manager - Capabilities, Connect, Coaching Employee - Attitude Assimilation Acceptance

Drivers

Framework

Organization Level:

- Career Development (internal growth)
- Rewards & Recognition (appreciate meritocracy)
- Employee Wellness & Benefits (holistic well-being)
- Workplace Culture
 (Transparency, Value driven Encouraging)

Employee Level

 Alignment to Vision & Strategy (ownership & commitment)

Key Highlights- Timelines & Format





- For ECHO 24, we have partnered with "WE Matter", a leading employee engagement solution firm for conducting Employee Engagement Survey basis our policy & questionnaire.
- Individual responses to the survey will be completely confidential & anonymity shall be maintained. No individual responses are shared/ obtained, only aggregate scores/ responses are received & analyzed.

Key Highlights- Survey Response & Analysis



Employees who have email id's, shall be getting survey links from listen@we-matter.co.in

Employees who do not have access to email id's can give the feedback via QR Code mode

Mechanism to update & track action planning online throughout the year (Also recommends best approach on action planning)



Analysis available for all manager's having more than 5 DR's

Analysis available for Leader's having more than 20 roll-up DR's



Methodology



Survey conducted from 02nd May,24 to 10th May,24 Out of 594 employees, 564 employees participated

The Survey questionnaire was created co created with WE Matter team & in-house CFT

The Survey was conducted as a closed survey with each employee receiving a unique link in their email from WE Matter Team

It consisted of 35 statements focusing on employee engagement, workplace benefits etc



ECHO,2024 Section-2: Engagement Drivers

Engagement Drivers



Organization

- Career Development (internal growth)
- Rewards & Recognition (appreciate meritocracy)
- Employee Wellness & Benefits (holistic well-being)
- Workplace Culture (Transparency, Value driven, Encouraging)

Reporting Manager

Feedback (drive performance Team connects (caring manager) Job Clarity (drive accountability)

Employee

Alignment to Vision & Strategy (ownership & commitment)





ECHO,2024 Section-3: Employee Engagement Score

ECHO,2024- Snapshot



Overall Engagement Score- 87%

Overall Participation – 95%

Positivity Index- 25:1

P5 Engagement Score- 88%

Highest Participation- Gas Assets, Bajoli Holi Location

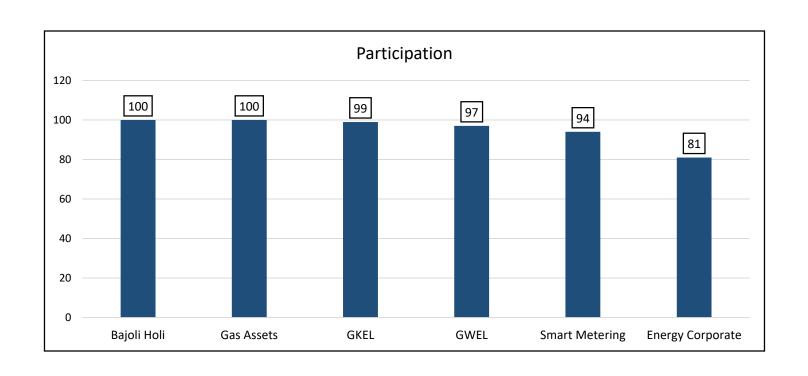
Lowest Participation- Energy Corporate

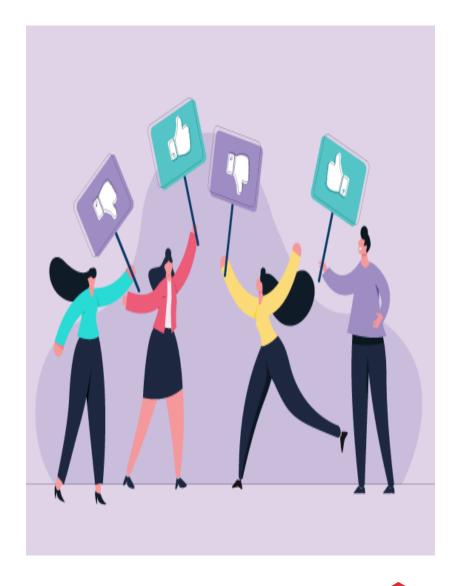
Participation Rate



Overall Participation Rate: 95%

Maximum participation has been observed in Bajoli Holi & Gas Assets

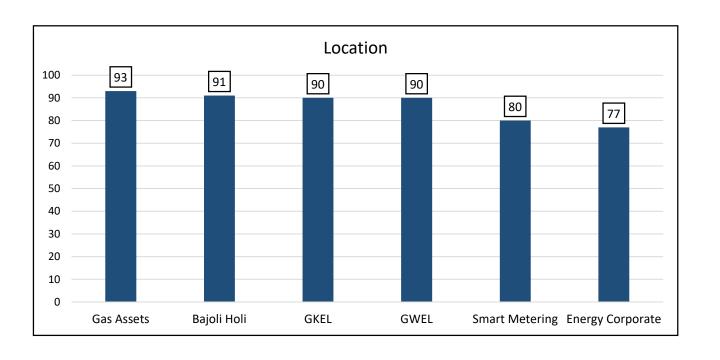




ECHO,2024- Location Wise Scores



The engagement level is highest in Gas Assets

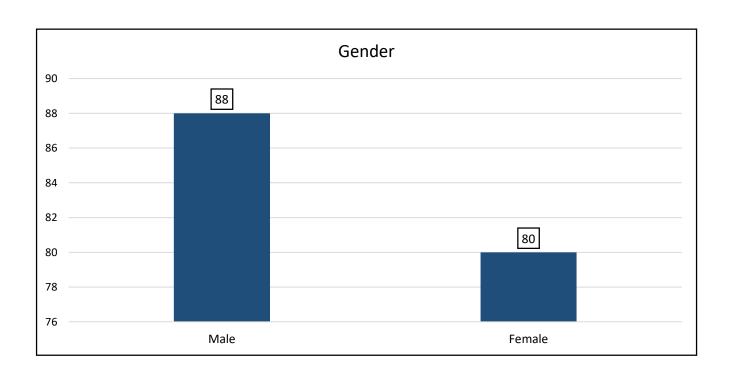




ECHO,2024- Gender Wise Scores



The engagement level of Male employees is higher than that for Female employees

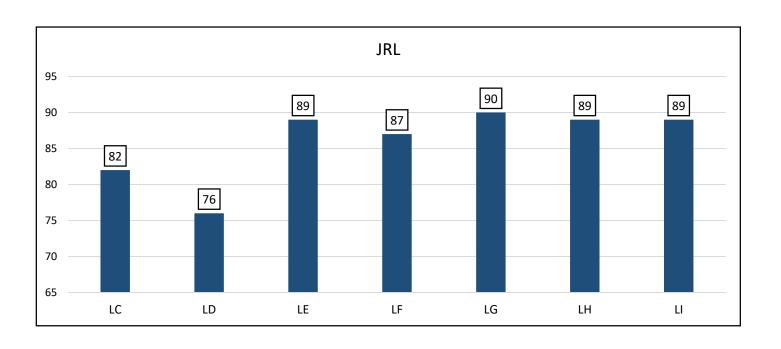




ECHO,2024- JRL Wise Scores



The engagement level among LG Grade is highest amongst all grades

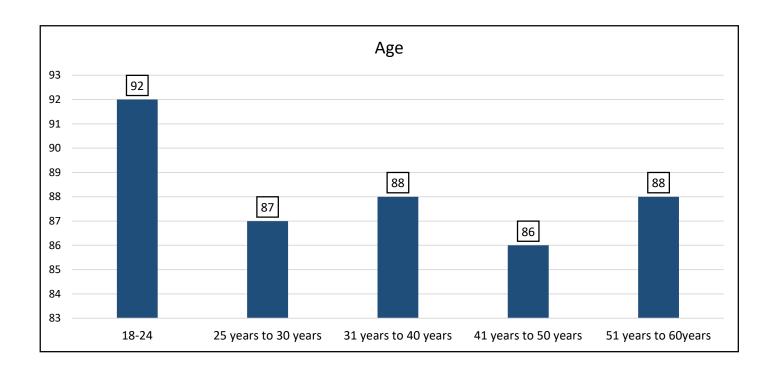




ECHO,2024- Age Wise Scores



The engagement level in the age group of 18 years to 24 years is highest & is lowest among 41 years to 50 years

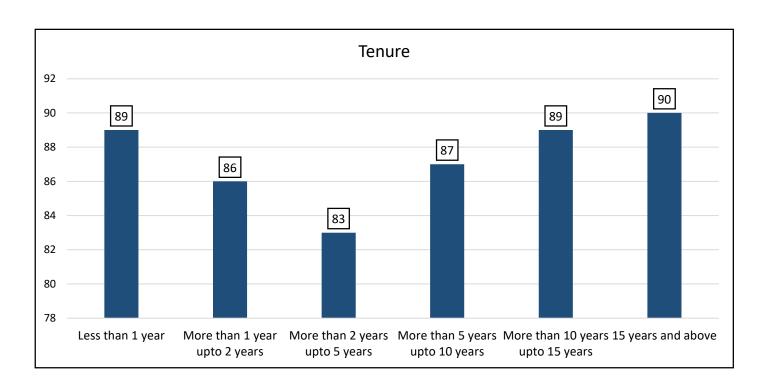


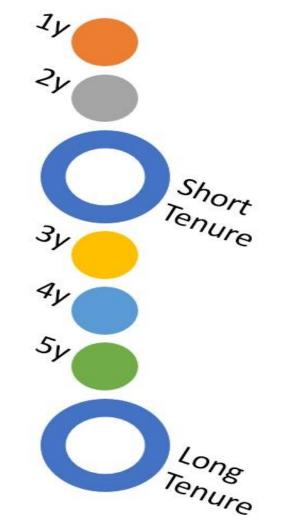


ECHO,2024- Tenure Wise Scores



The engagement level is highest among employees who have tenure more than 15 years





-Thank you