



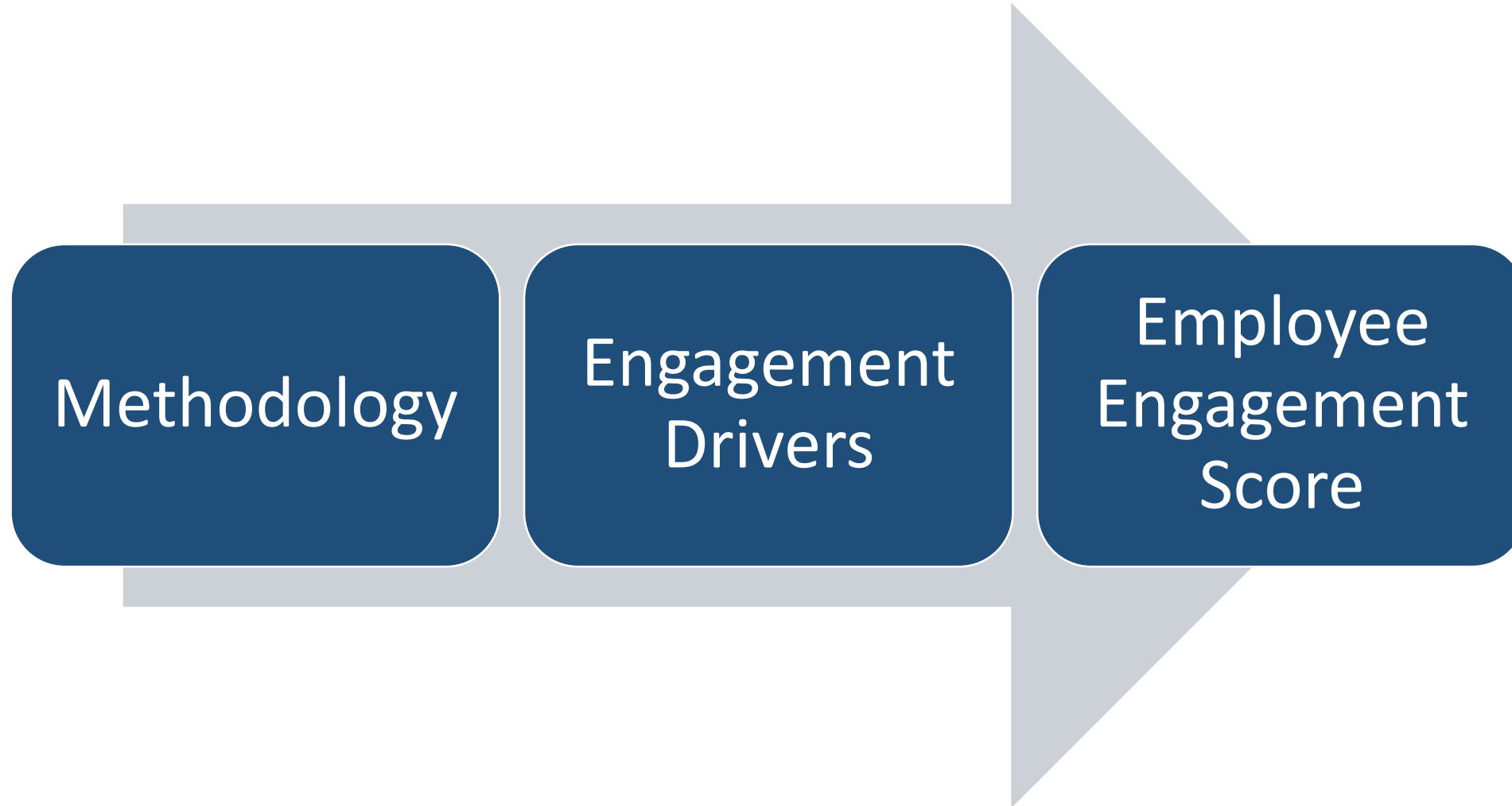
GMR Group



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# ECHO Employee Engagement Survey

2024



# ECHO,2024

## Section-1: Methodology

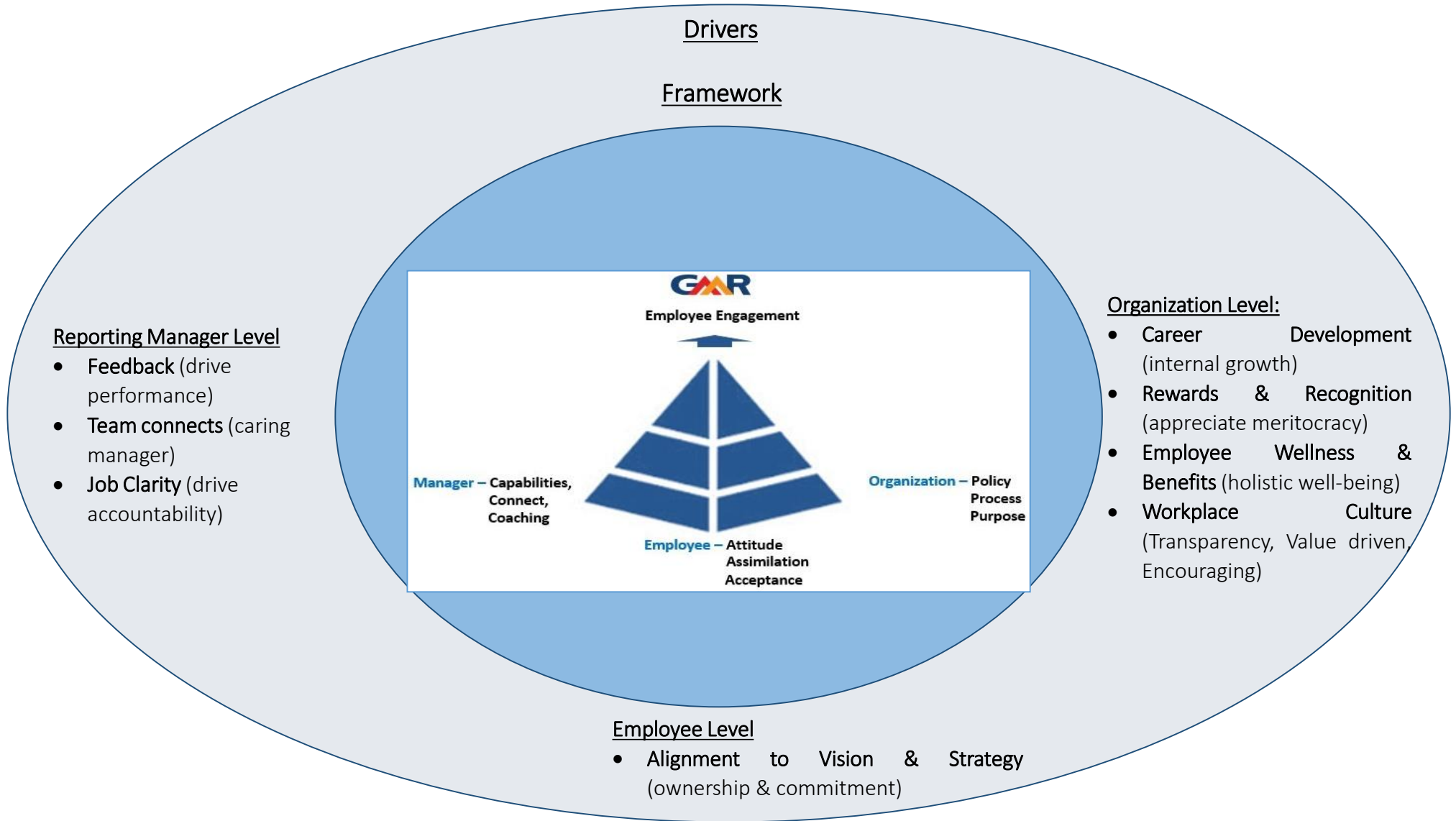
# Employee Engagement Policy – Objectives & Drivers

## 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

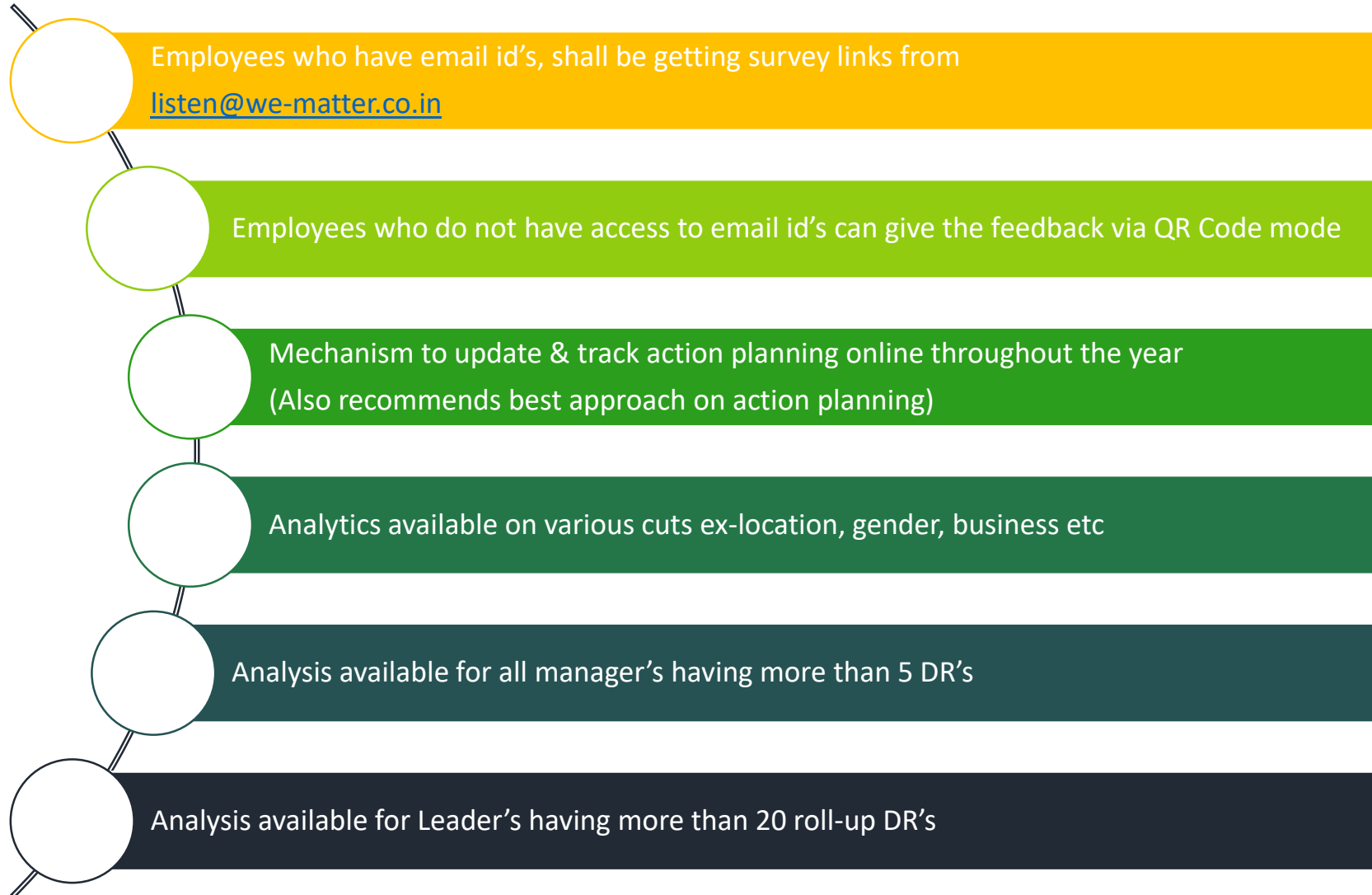


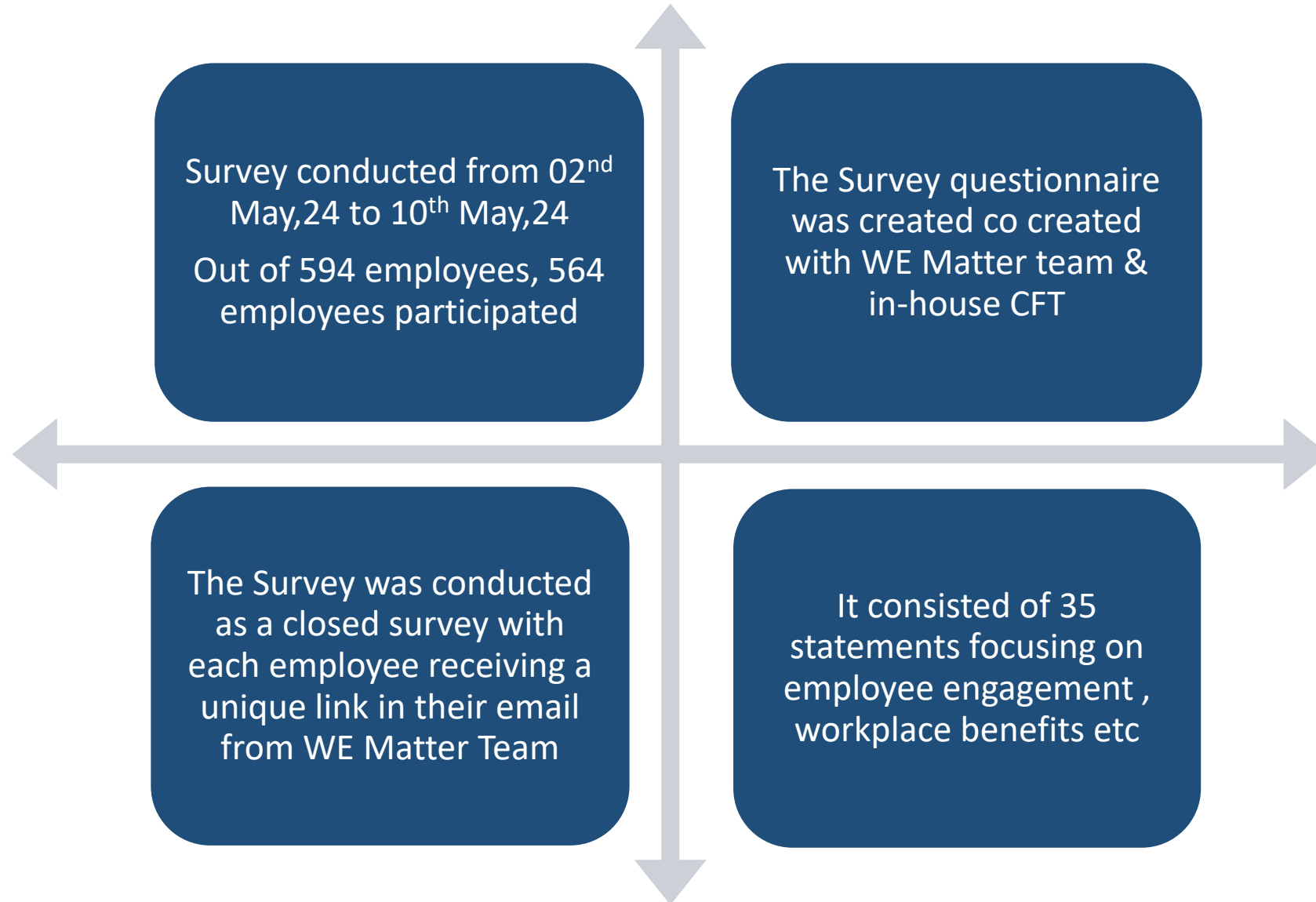
# Key Highlights- Timelines & Format



- 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





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## Section-2: 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)



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## Section-3: Employee Engagement Score

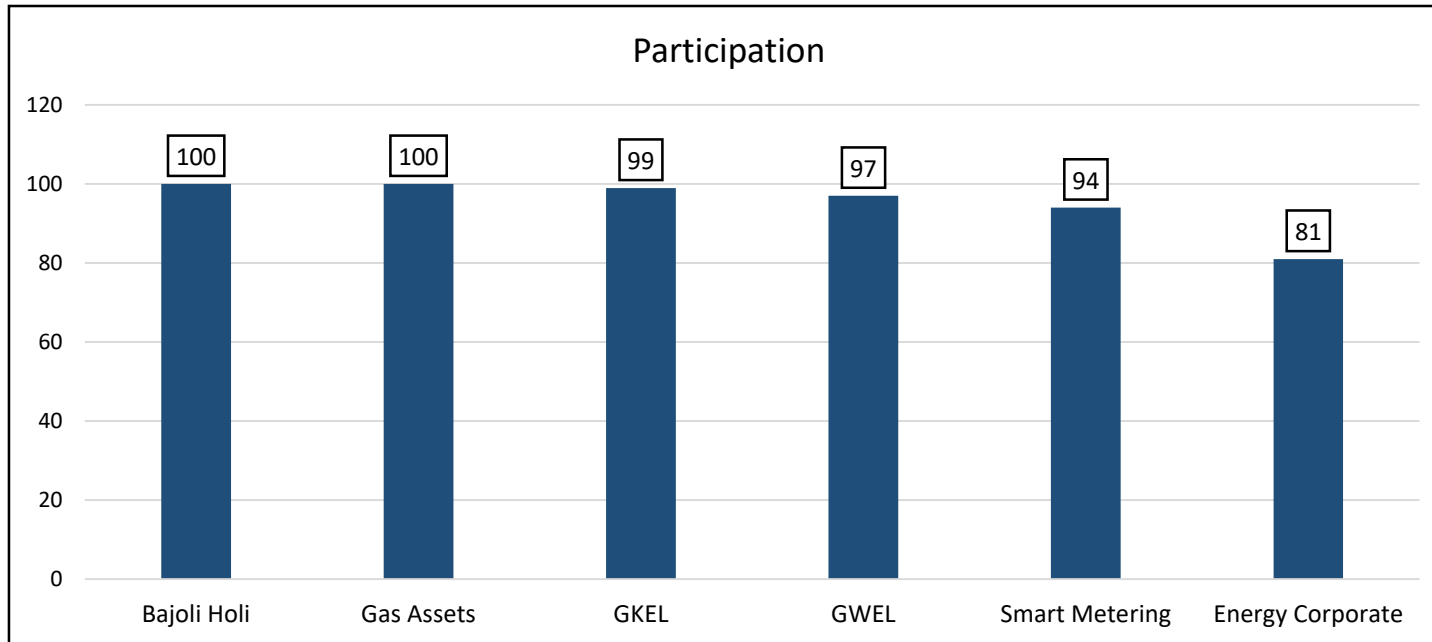
Overall Engagement Score- 87%

Overall Participation – 95%

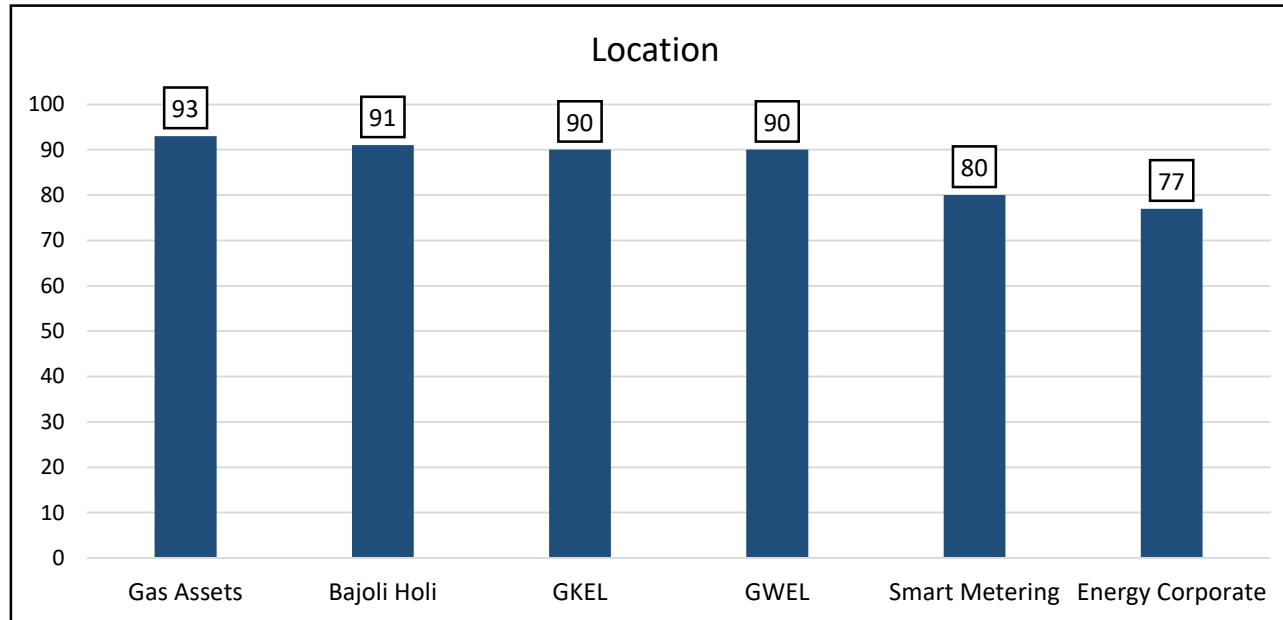
Positivity Index- 25:1  
P5 Engagement Score- 88%

Highest Participation- Gas Assets, Bajoli Holi Location  
Lowest Participation- Energy Corporate

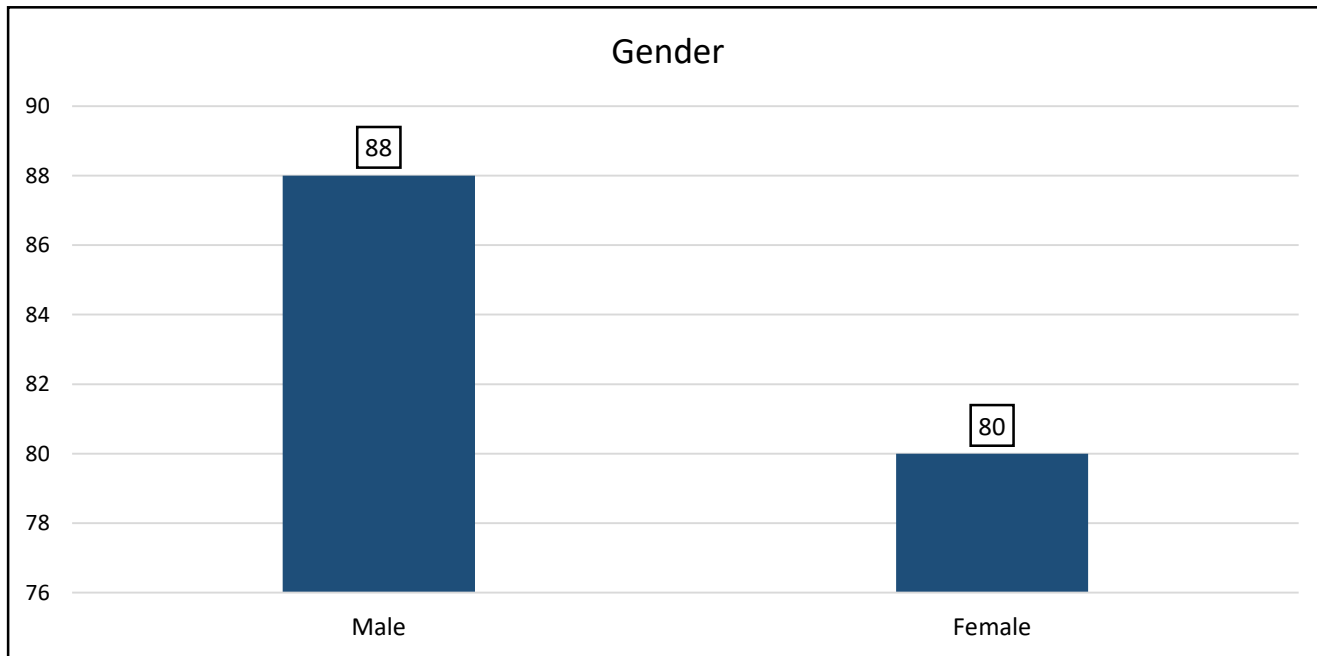
**Overall Participation Rate: 95%**  
**Maximum participation has been observed in Bajoli Holi & Gas Assets**



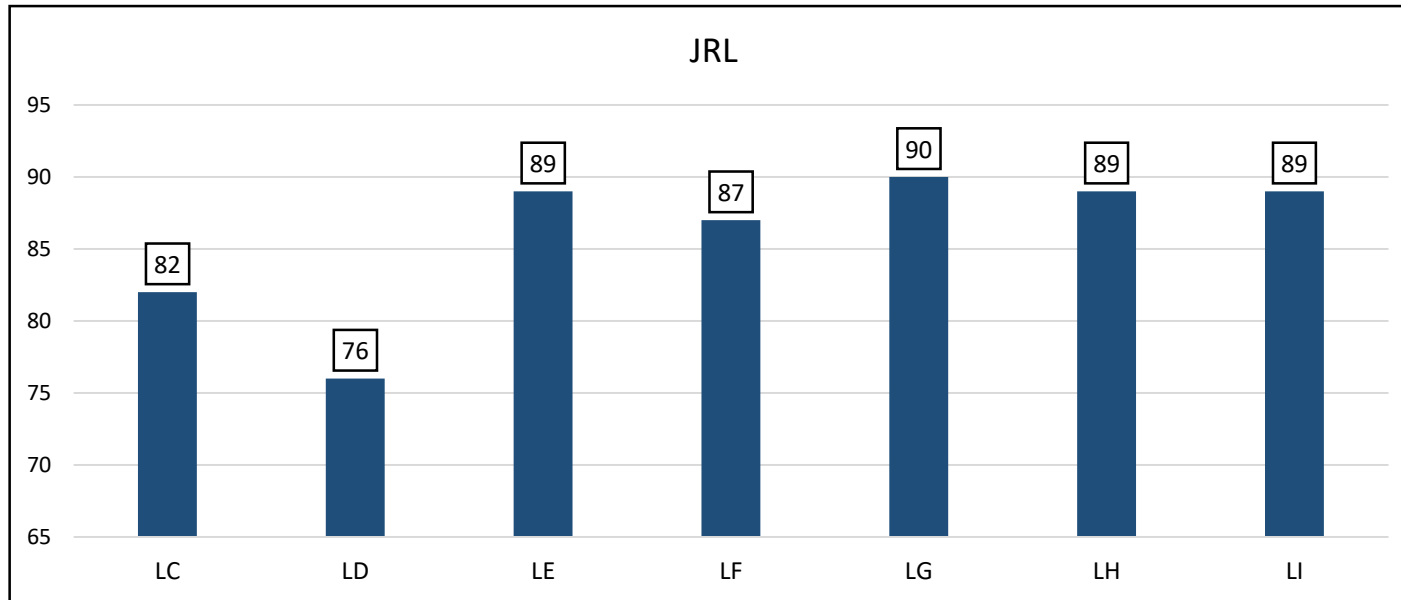
**The engagement level is highest in Gas Assets**



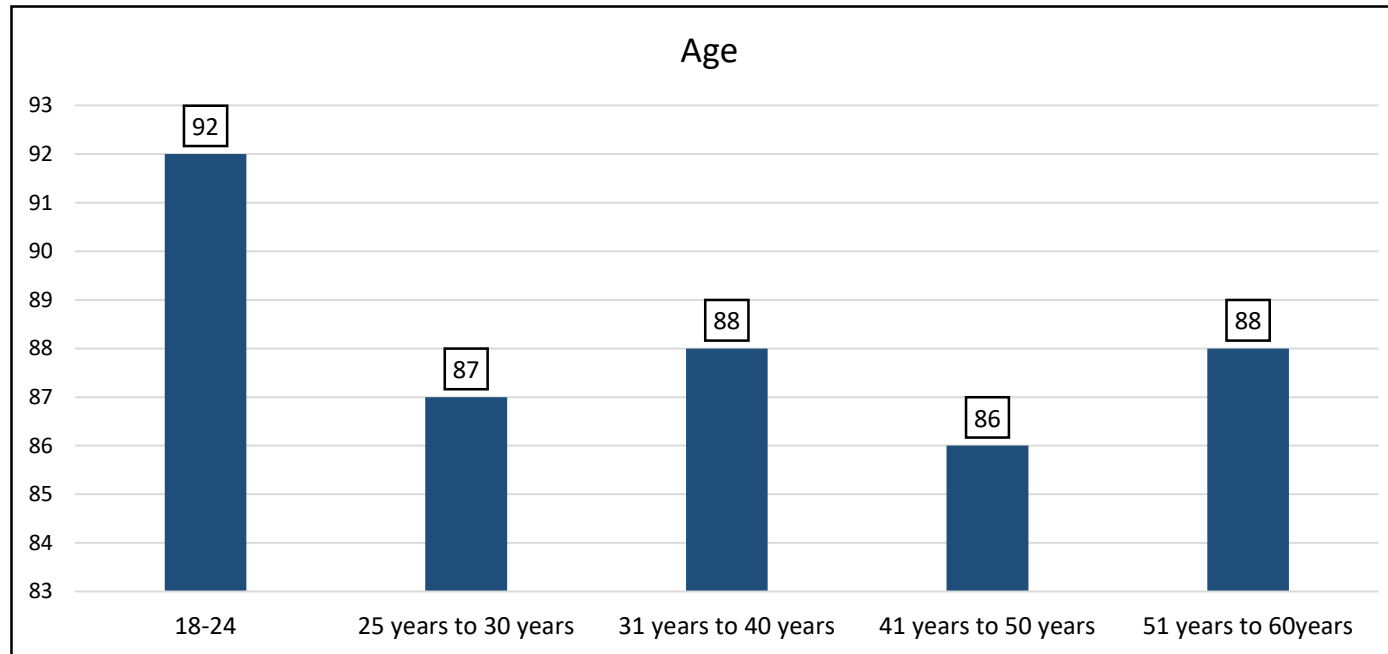
**The engagement level of Male employees is higher than that for Female employees**



**The engagement level among LG Grade is highest amongst all grades**

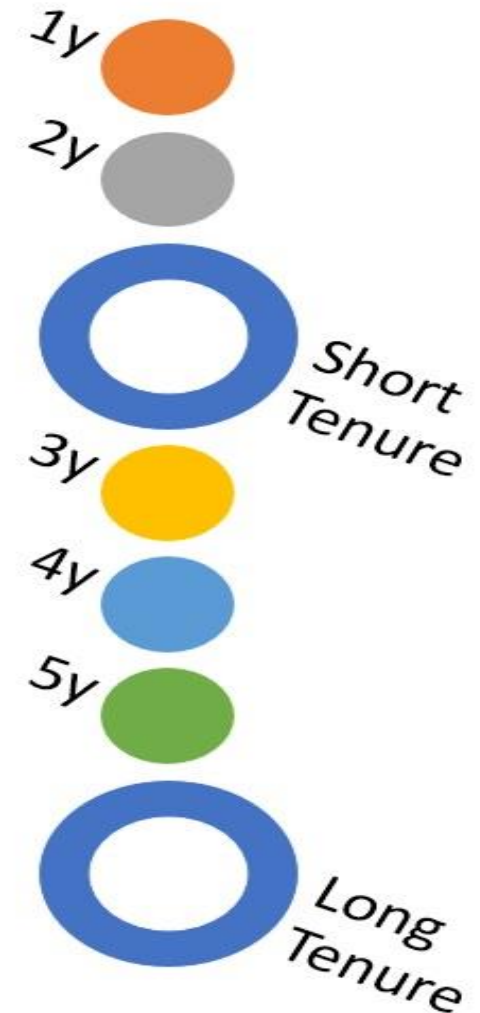
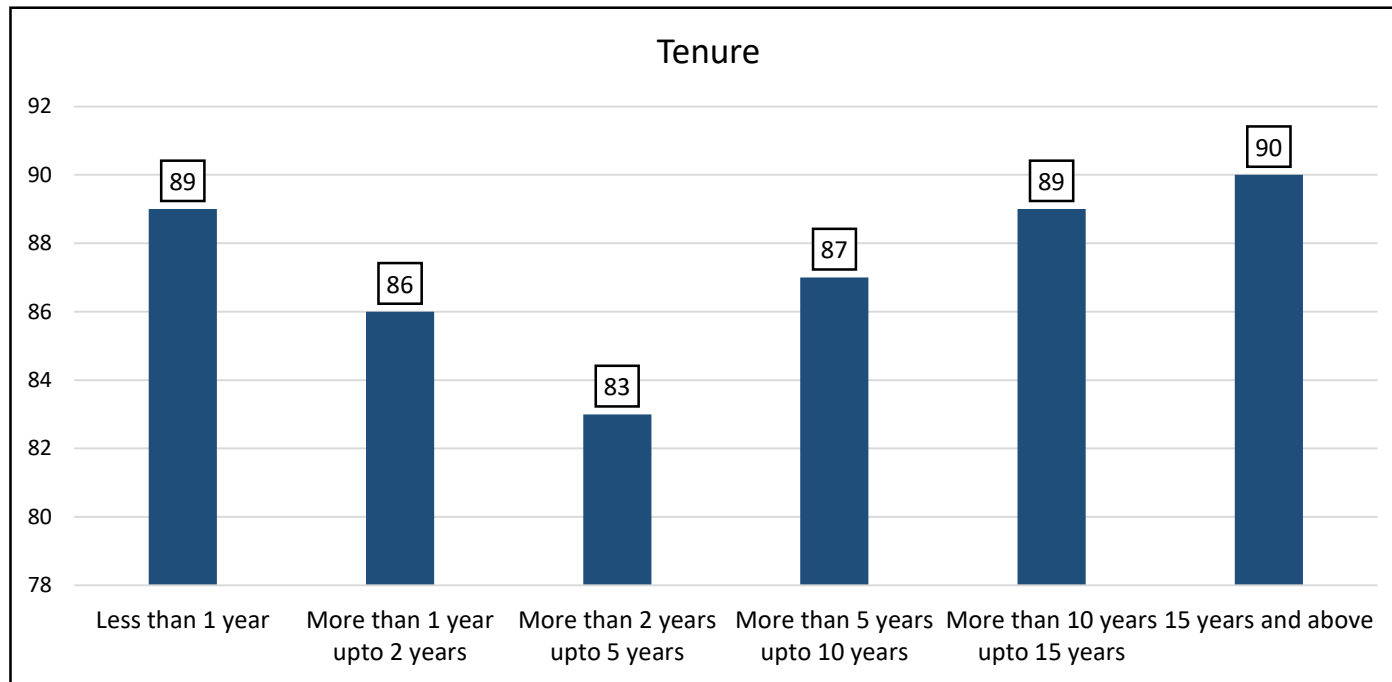


**The engagement level in the age group of 18 years to 24 years is highest & is lowest among 41 years to 50 years**





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



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Thank  
you