

# EMPLOYEE ENGAGEMENT SURVEY - FY2026



# EMPLOYEE HAPPINESS SURVEY REPORT



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## POSITIVES

- ✓ Employees deeply understand how their specific roles impact the overall success of the company. Combining active and standard engagement brings the positive sentiment for goal comprehension to **98%**.
- ✓ A significant majority of the workforce takes pride in working here, with **97%** positive sentiment indicating that the company is a great place to work.
- ✓ Employees genuinely enjoy their day-to-day responsibilities (**92%** positive) and feel that their roles make great use of their unique skill sets and abilities (**90%** positive).
- ✓ Managers are highly praised for encouraging training, certifications, and growth opportunities, yielding a **91%** positive reception from the staff.

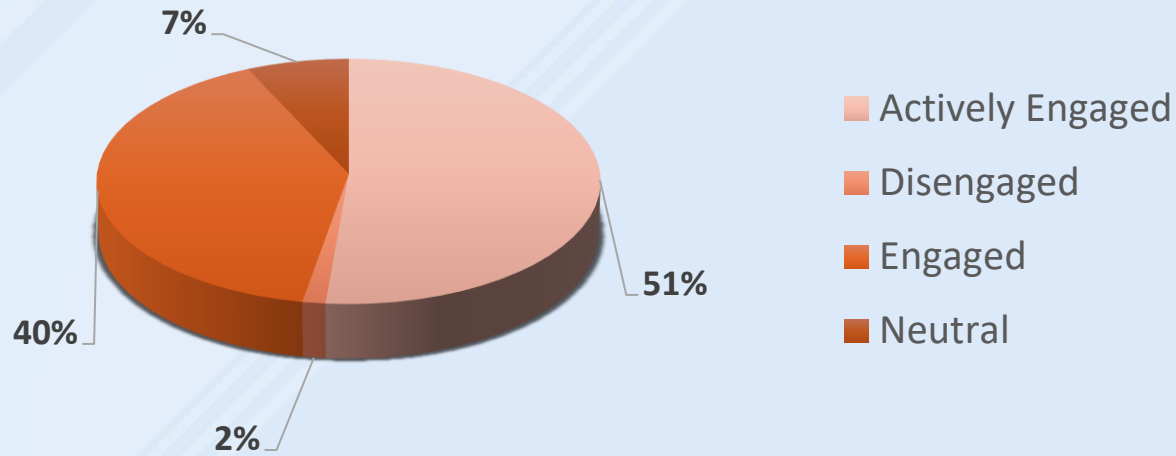


## AREAS OF IMPROVEMENT

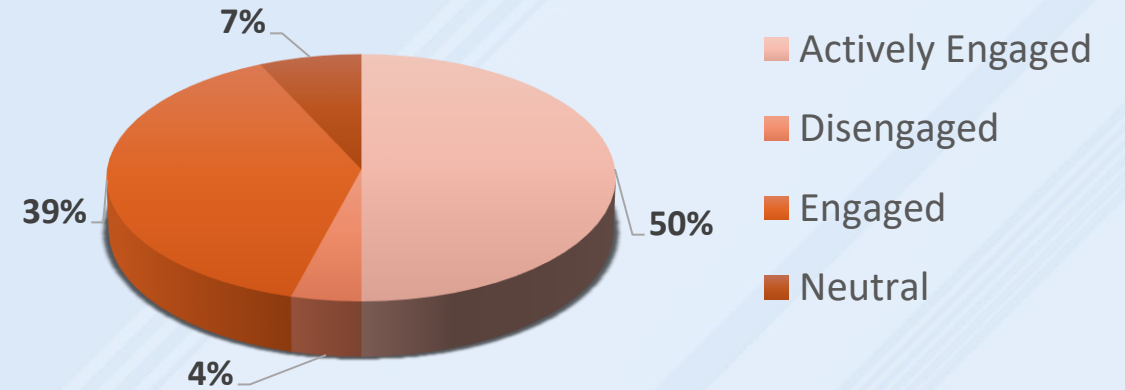
- ✓ While still majority positive, the question regarding being encouraged to openly express opinions and views saw the highest neutral stance (8%) and a combined positive score of 90%. Increasing channels for anonymous feedback could push this further.
- ✓ About 7% of employees remain neutral, and 1% feel disengaged regarding whether they are appropriately involved in decisions that affect their day-to-day work. Managers should seek to involve team members earlier in project planning phases.
- ✓ The metric tracking if a manager communicates clearly what is expected at work holds a 4% neutral feedback loop, leaving room for more formalized, structured goal-setting sessions.

# EMPLOYEE HAPPINESS SURVEY REPORT

My manager encourages my personal and professional development through training, certification or other growth opportunities.

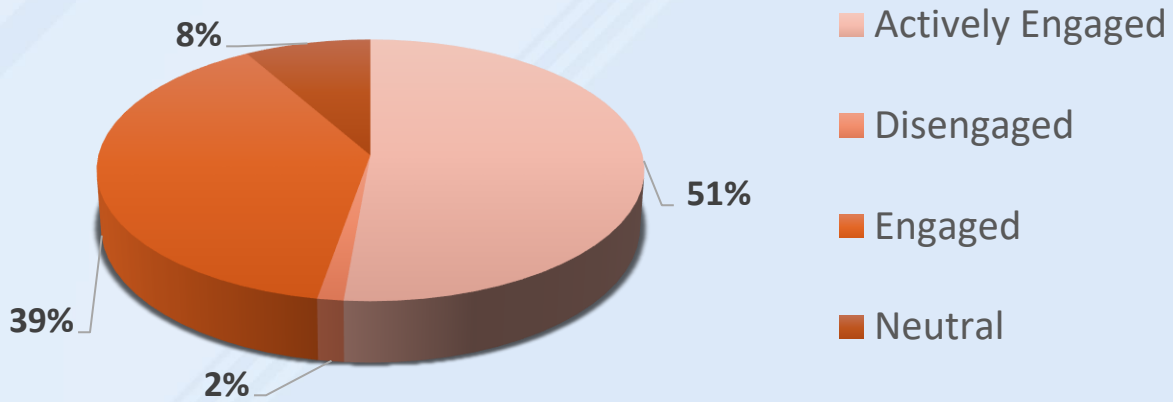


When I do a good job, my accomplishments are recognized.

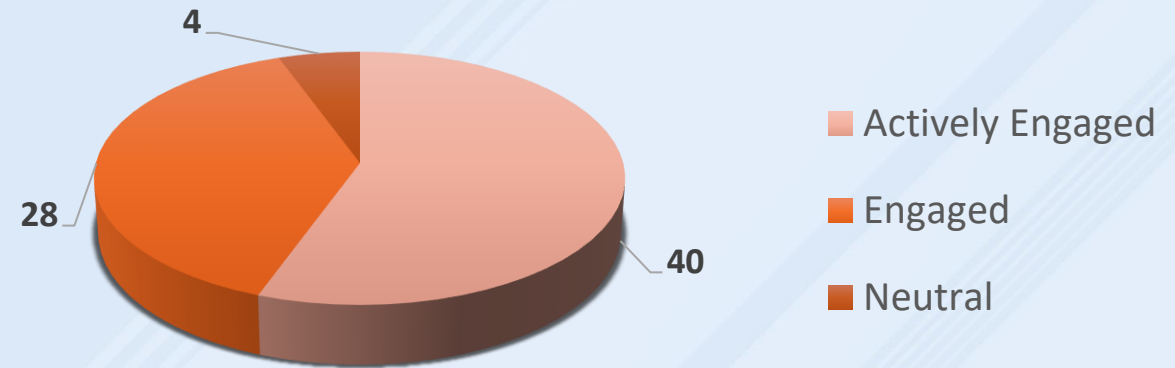


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I receive ongoing formal & informal feedback from my manager that helps me improve my performance.

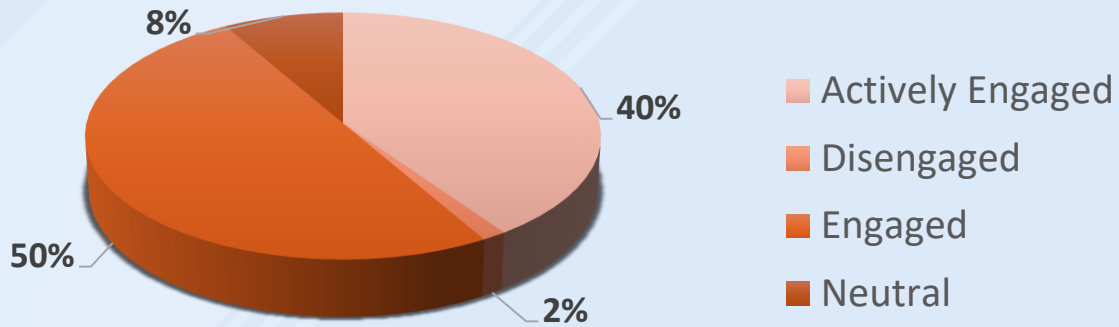


My manager communicates clearly what is expected from me at work.

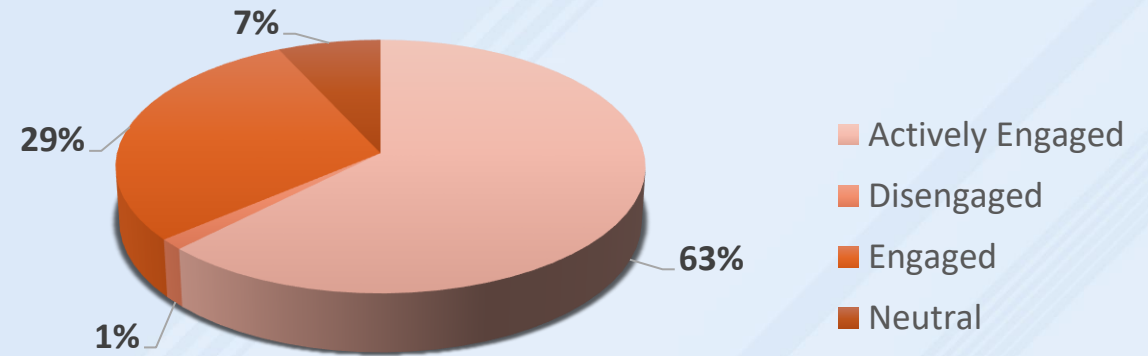


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In my day-to-day job, everyone is encouraged to openly express his/her opinions/views.

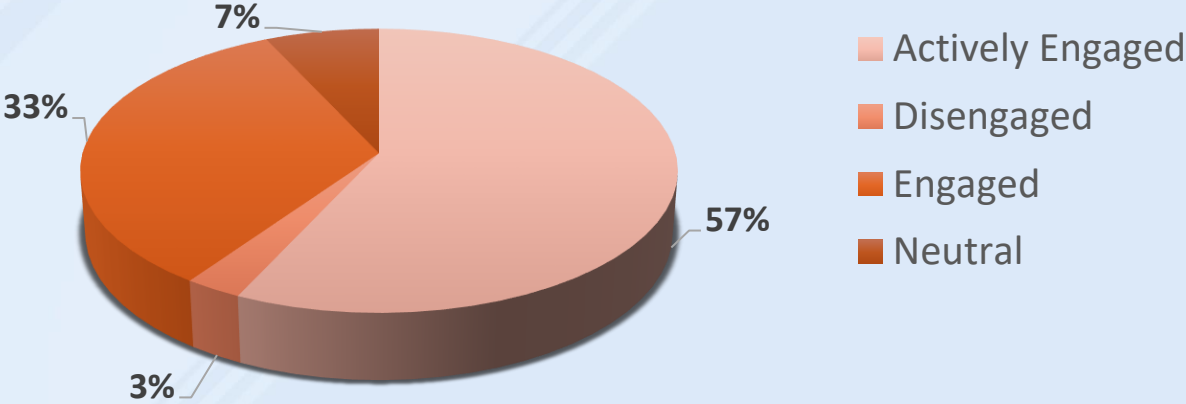


I am appropriately involved in decisions that affect my work.

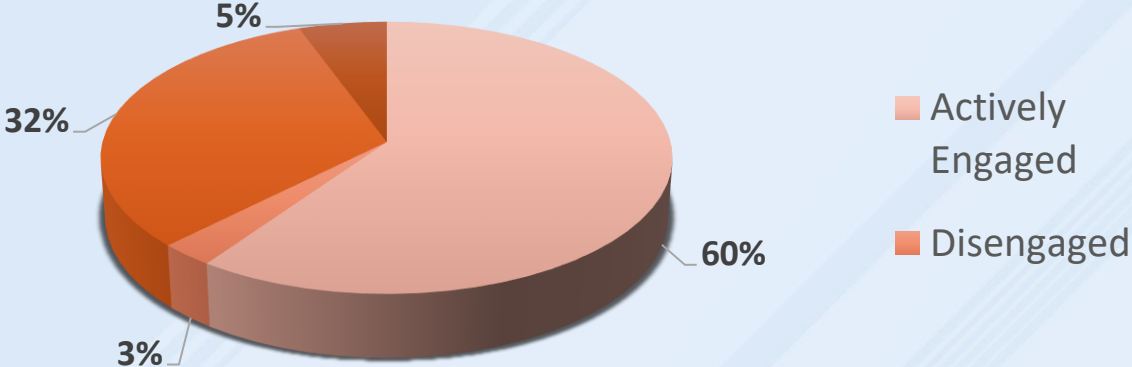


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**My job makes good use of my skills and abilities most of the time.**

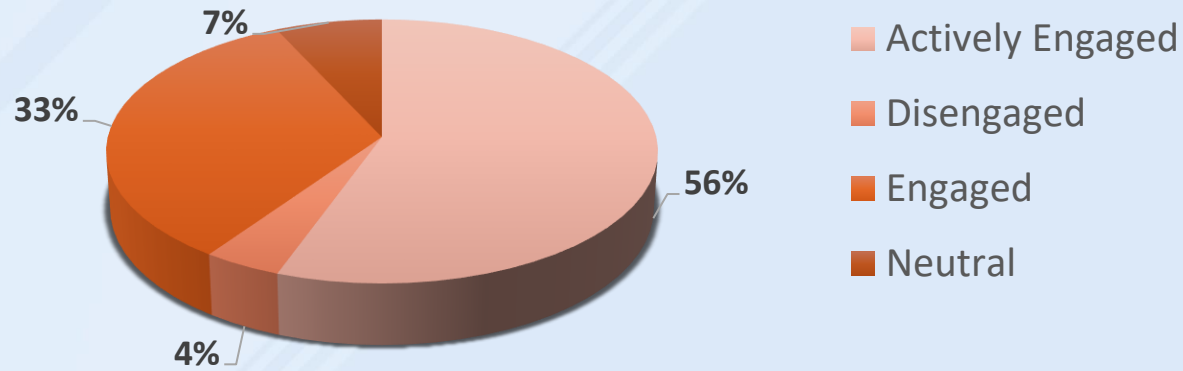


**I enjoy my day-to-day work tasks**

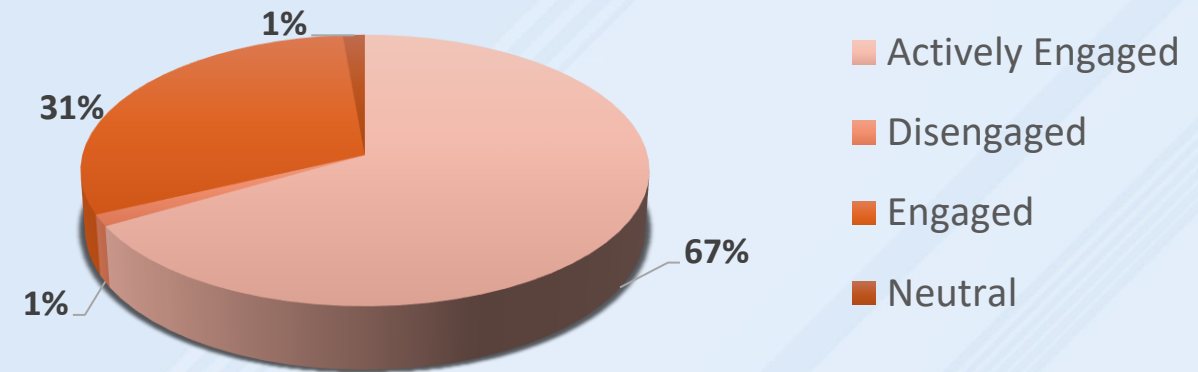


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I am aware of sufficient opportunities in the organization for me to explore and develop my skills & grow professionally.

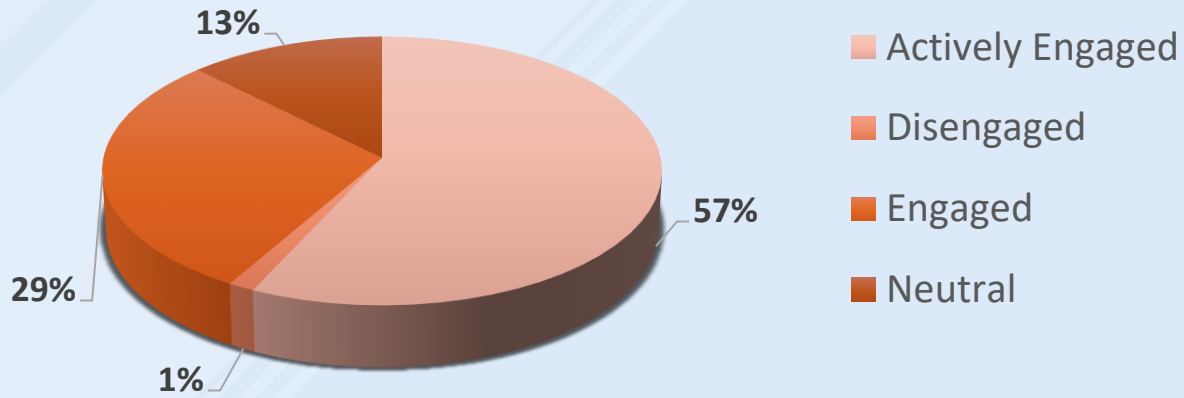


I understand how my work contributes in achievement of team and business goals.

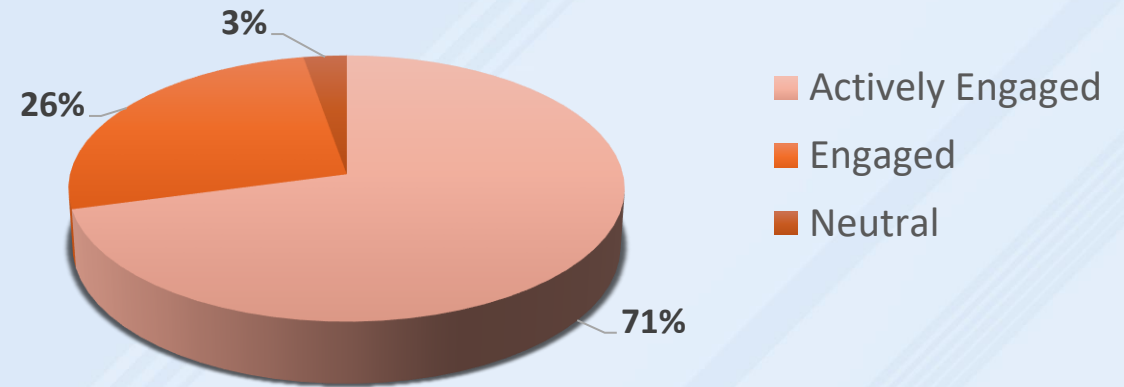


# EMPLOYEE HAPPINESS SURVEY REPORT

I would recommend this company to a friend.



I think Vakrangee is a good place to work



# EMPLOYEE HAPPINESS SURVEY REPORT

## Careers Goals, Growth & Development



- ✓ Employees feel well-supported and aware of organizational opportunities to explore and grow professionally. This metric boasts a highly encouraging 89% positive engagement rate.
- ✓ As seen in image\_098f9e.png, personal and professional development is a cornerstone of the company culture. Managers actively champion external certifications and structured training programs, securing a 91% positive response.



## Teamwork & Collaboration

- ✓ Employees act as powerful brand ambassadors. When asked if they would recommend the company to a friend, 86% responded positively, proving strong internal health and collaborative pride.
- ✓ True collaboration relies on knowing how individual pieces fit into the puzzle. With 98% of staff understanding how their work contributes to team and business targets, functional silos are heavily minimized.

# EMPLOYEE HAPPINESS SURVEY REPORT



## Compensation and Benefits

- ✓ Direct financial metrics are not explicitly charted, but compensation health is strongly inferred by high internal loyalty, with 97% of employees stating the company is a great place to work.
- ✓ A strong 86% of the workforce would actively recommend this company to a friend, proving high satisfaction with total organizational rewards and perks.
- ✓ Only 13% remain neutral and a microscopic 1% are disengaged, showing that the foundational elements of employment—like pay—are stable enough to prevent passive job hunting.



## Managerial Effectiveness

- ✓ Managers excel at maintaining an open dialogue. 90% of employees feel they receive ongoing formal and informal feedback that actively helps them step up their performance.
- ✓ Managers are viewed as highly effective communicators, with 96% of employees feeling their direct managers cleanly define and communicate exact workplace expectations.

# EMPLOYEE HAPPINESS SURVEY REPORT

## Work-Life Balance



- ✓ The data shows 92% of employees genuinely enjoy their daily work tasks (60% Actively Engaged and 32% Engaged), indicating manageable workloads and sustainable scheduling.
- ✓ Misaligned workloads cause stress, but here 90% of staff feel their jobs make good use of their skills (57% Actively Engaged and 33% Engaged), allowing them to work efficiently within their comfort zones.
- ✓ Across these core daily workflow metrics, disengagement sits at a negligible 3%, pointing directly to a balanced and respectful workplace culture.



## Performance, Rewards & Recognition

- ✓ The charts reveal that 89% of the workforce feels their accomplishments are actively recognized when they do a good job (50% Actively Engaged and 39% Engaged).
- ✓ This ties directly to manager habits, with 90% of employees receiving continuous formal and informal feedback loops that keep motivation high year-round.
- ✓ A small 7% neutral and 4% disengaged segment exists regarding recognition, representing a minor 11% pocket where quiet contributions might occasionally be overlooked.

# EMPLOYEE HAPPINESS SURVEY REPORT

## Company Recommendation



- ✓ A strong 86% positive sentiment is recorded for employees willing to recommend the organization to their personal network. Only a minor 13% remain neutral and a negligible 1% are disengaged.
- ✓ The internal sentiment is exceptionally strong, with 97% of the workforce standing behind the statement that the company is a genuinely good place to build a career.

## Overall Summary



- ✓ The company shines brightest in Strategic Alignment (98%), General Workplace Happiness (97%), and Clear Managerial Expectation Setting (96%). Employees feel valued, understand their purpose, and respect their leadership.
- ✓ To move from excellent to elite, leadership should focus on closing the minor gaps in psychological safety and decision-inclusion. Ensuring that the 8% neutral block regarding open expression and the 7% neutral block regarding decision involvement are given active seats at the table will maximize engagement across all tiers.

**THANK YOU**