

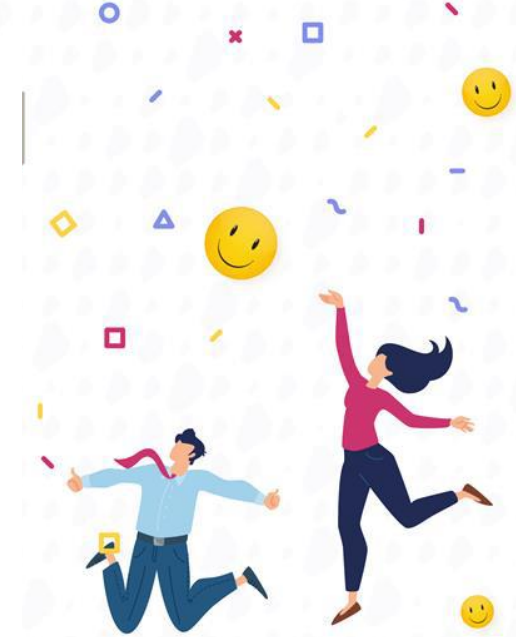
Vakrangee Limited - Employee Happiness Survey Report

Sample Size – 212 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: **198** EMPLOYEES (Male – 175 Employees & Female – 23 Employees)
- SURVEY COMPLETION RATE:- 92%
- NUMBER OF SURVEY QUESTIONS:- 36



POSITIVES

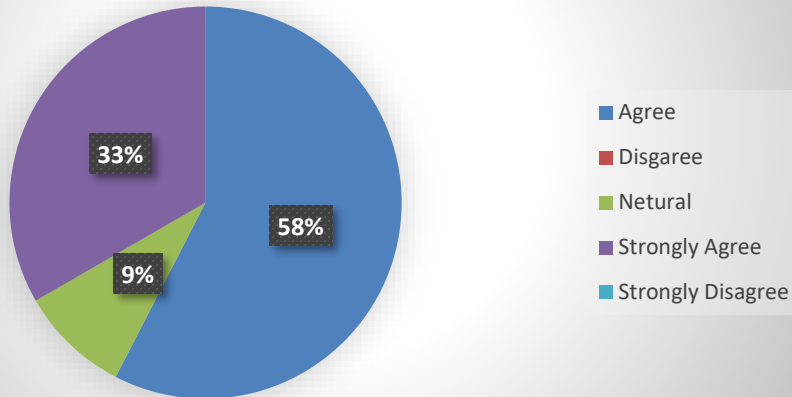
- 91% employees are happy to be a part of Vakrangee Ltd and happy to work with Vakrangee Ltd.
- 86% employees like the work culture at Vakrangee Ltd.
- 90% employees have clear understanding of their career goals in Vakrangee Ltd.
- 84% employees are satisfied with their job responsibilities
- 87% employees feel that the work is equally distributed among their team.
- 92% employees feel that they are inspired and connected with their co-workers and their managers are capable enough to build trust between the team members.
- 91% employees feel that their Manager encourages collaboration in their team.
- 94% employees feel that their Managers encourages them to bring in new ideas of doing their work and provides guidance and motivation to their team whenever required.
- 89% employees feel that they can count on their peers in need of help.
- 93% employees feel that their managers are committed towards good quality result and are supportive and active in involving them in team discussion and decision.

AREAS OF IMPROVEMENT

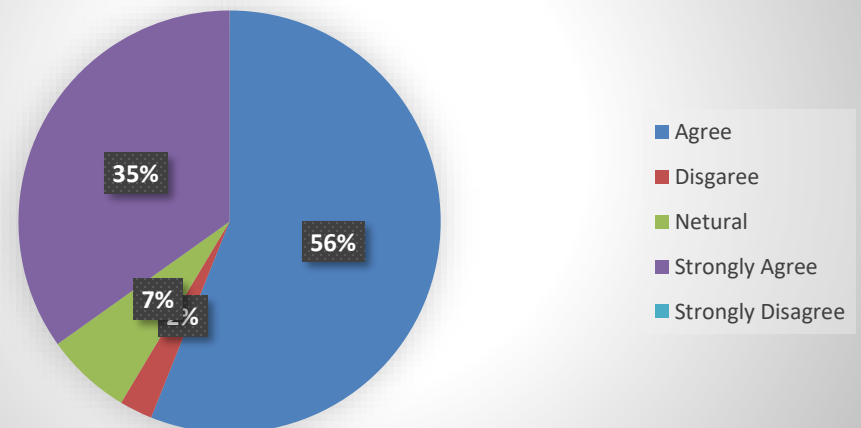
- 41% employees feel that they are overloaded and stressed because of the work assigned to them.
- 17% employees are not satisfied with the compensation offered for their job role and the benefits that are provided does not commensurate with industry standards.
- 15% employees feel that they are not allowed to take regular breaks in between my work .
- 11% employees feel that they do not have flexibility to take personal leaves whenever required .

CAREER GOALS, GROWTH & DEVELOPMENT

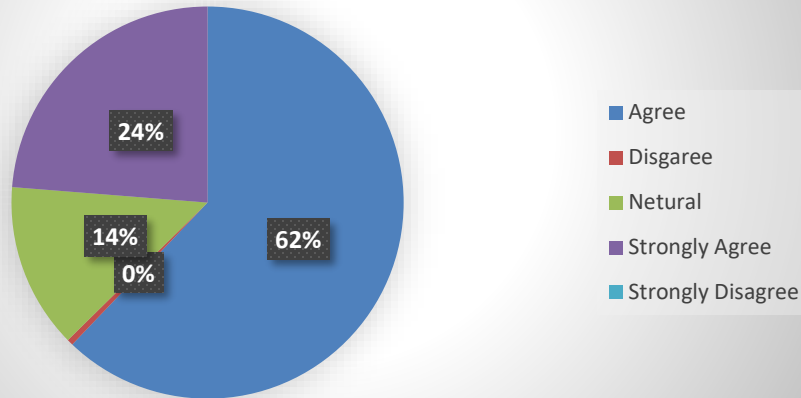
1.1) I am happy about being a part of Vakrangee Limited



1.2) I am proud to work for Vakrangee Limited

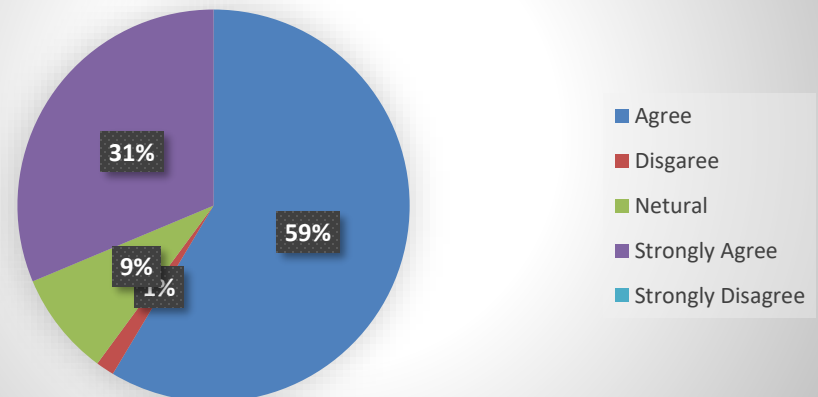


1.3) I like the work culture at Vakrangee Limited

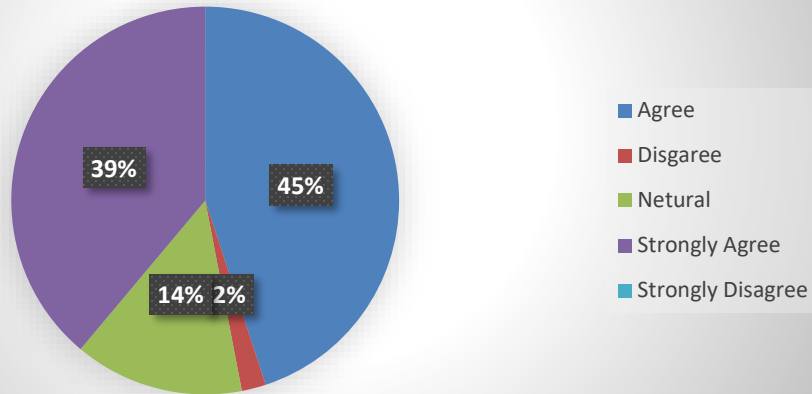


CAREER GOALS, GROWTH & DEVELOPMENT

1.4) I have clear understanding of my career goals in Vakrangee Limited

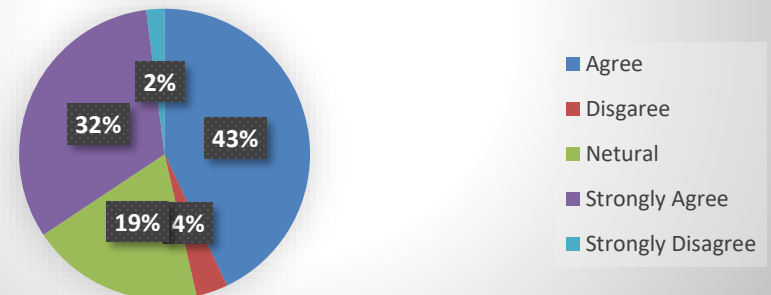


1.5) I am satisfied with my job responsibilities

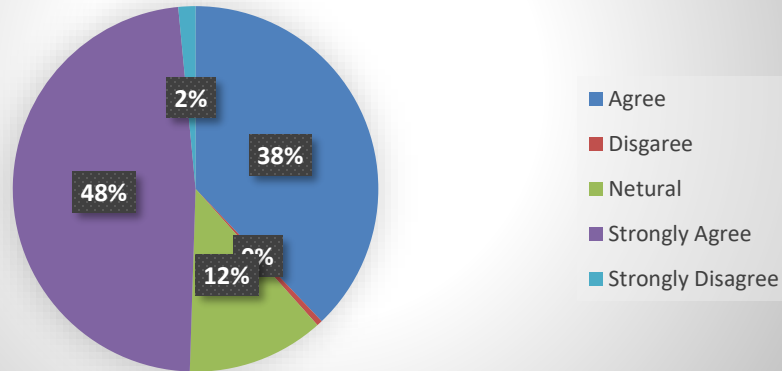


CAREER GOALS, GROWTH & DEVELOPMENT

1.6) The company provides me with the opportunities for growth , advancement & learning & development

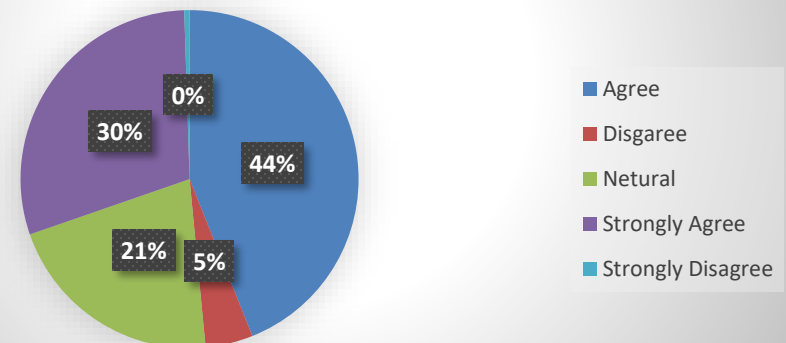


1.7) I can reach to my full potential in this organization by using my skillset and expertise

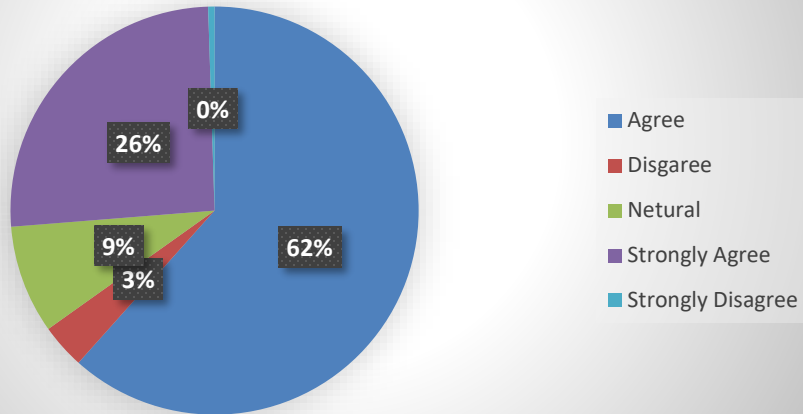


CAREER GOALS, GROWTH & DEVELOPMENT

1.8) My personal and professional growth can be achieved in this organization

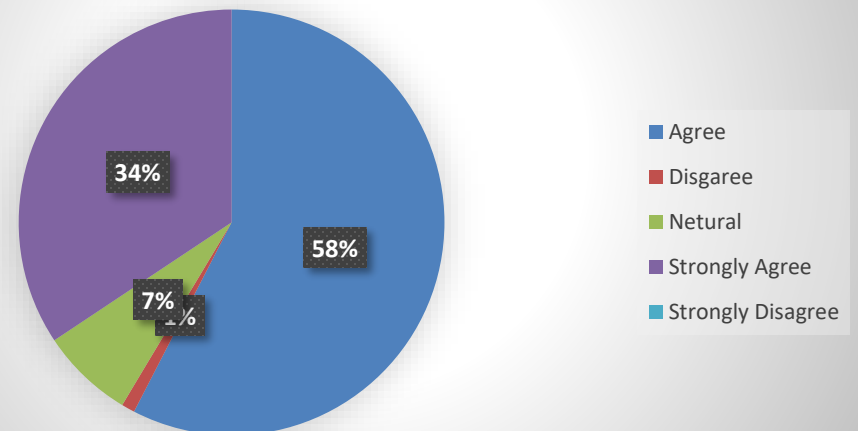


2.1) I feel that work is equally distributed within the team members

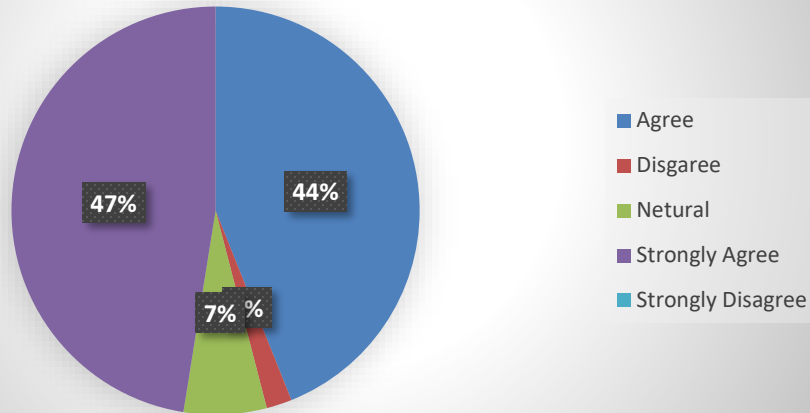


TEAMWORK & COLLABORATION

2.2) I feel inspired and connected with my co-workers

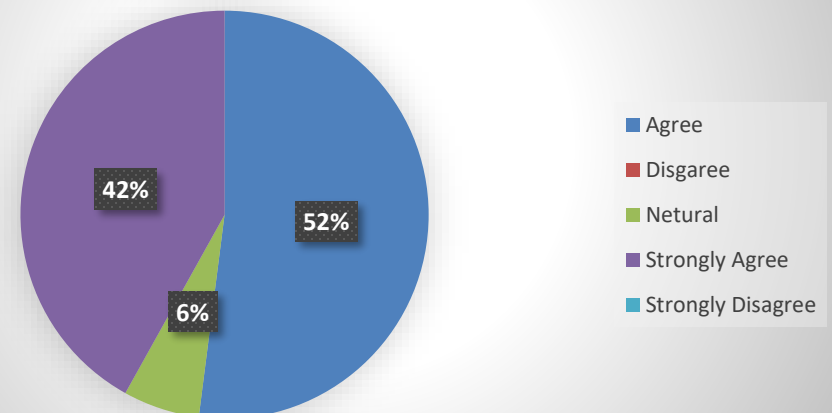


2.3) My Manager encourages collaboration in the team

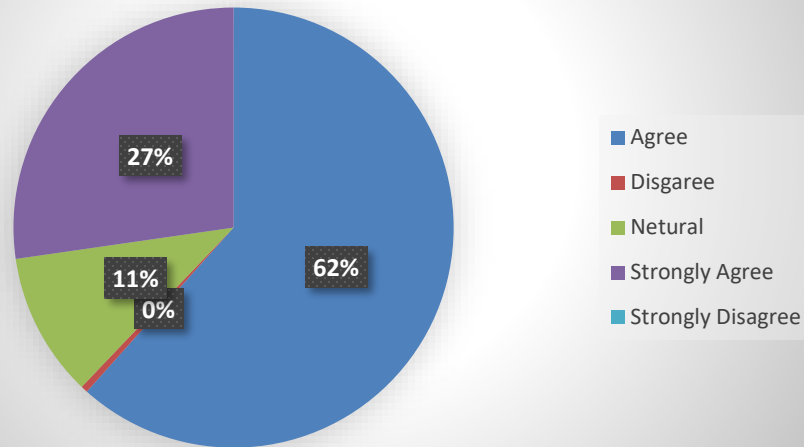


TEAMWORK & COLLABORATION

2.4) I am encouraged to come up with new ideas of doing my work

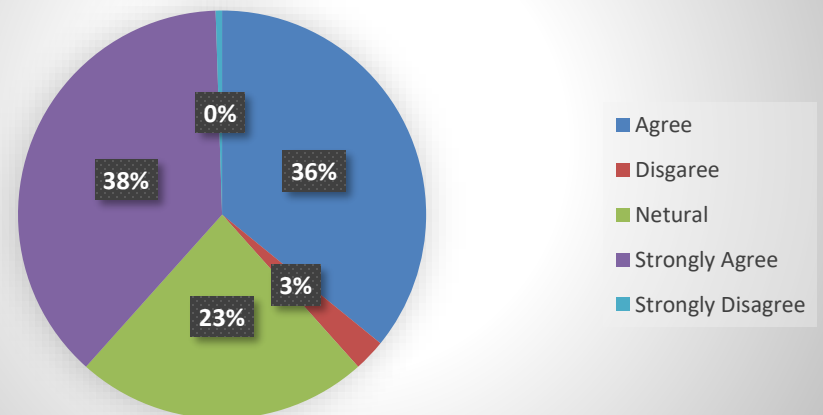


2.5) I can count on my peers in need of help

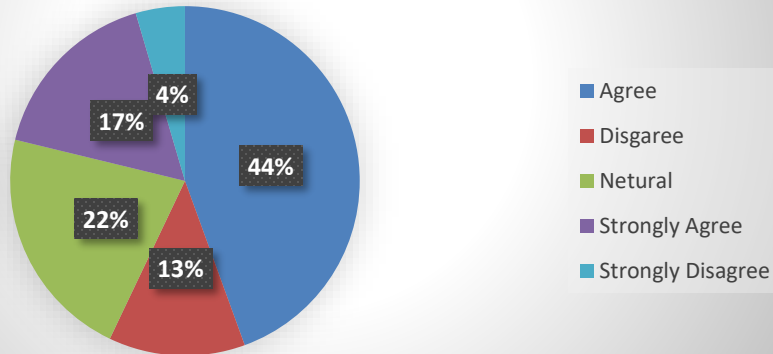


TEAMWORK & COLLABORATION

2.6) I have friend / friends in the organization

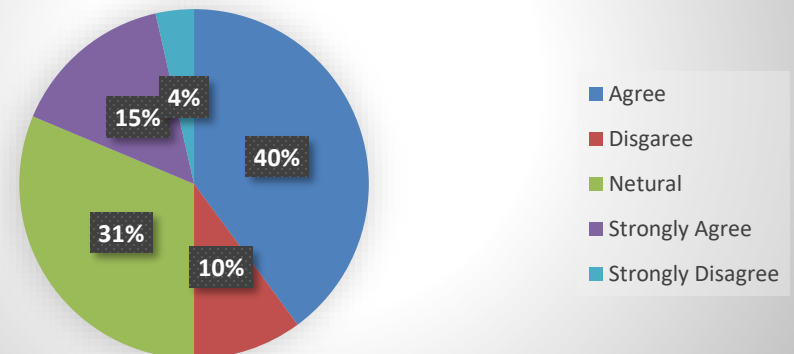


3.1) I am satisfied with the compensation that is offered to me for my job role

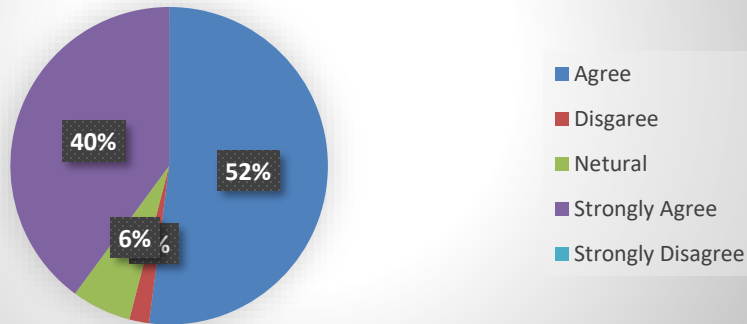


COMPENSATION & BENEFITS

3.2) The benefits that are provided to me are commensurate with industry standards

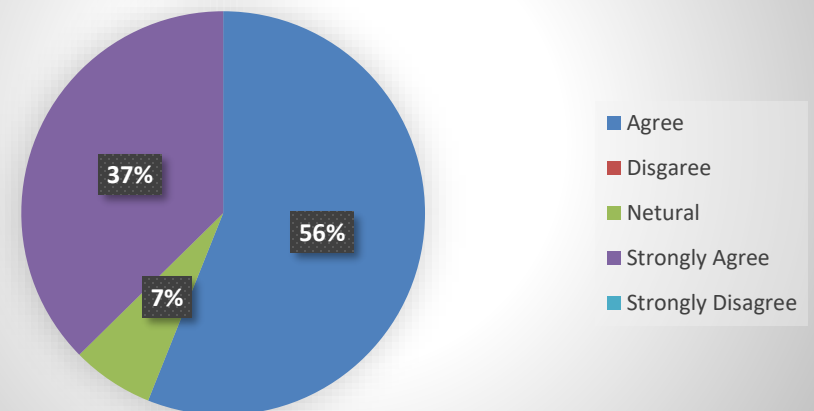


4.1) My Manager is successful in building trust among the team members

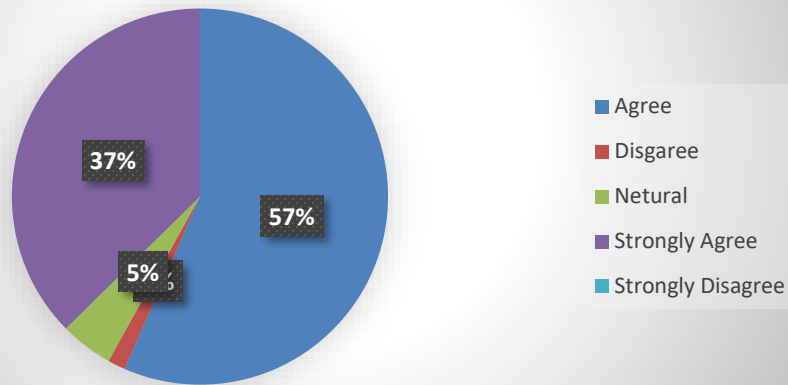


MANAGERIAL EFFECTIVENESS

4.2) My Manager is committed to good quality results .

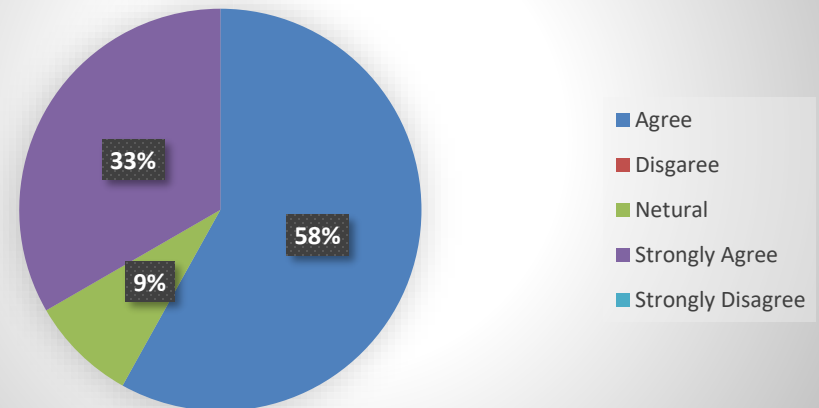


4.3) My Manager provides guidance and motivation whenever required.



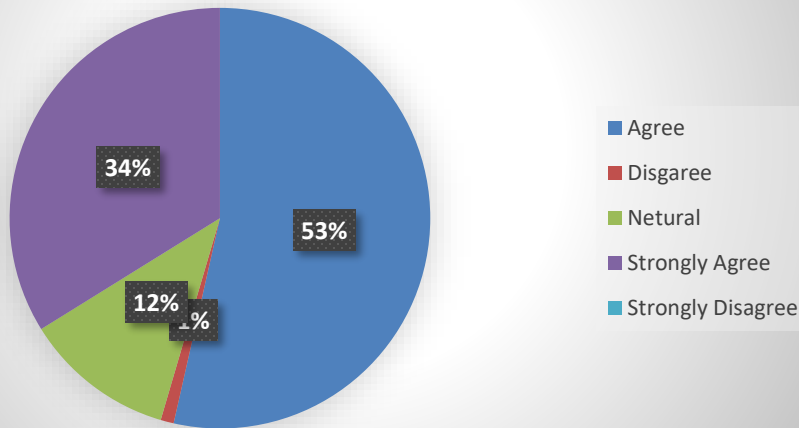
MANAGERIAL EFFECTIVENESS

4.4) My Manager allocates challenging assignments / projects to me.

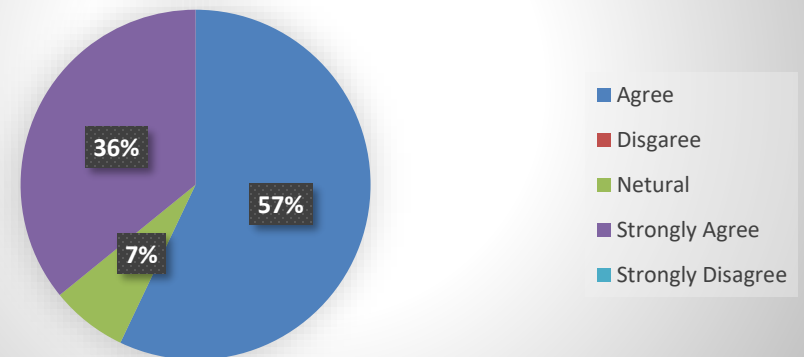


MANAGERIAL EFFECTIVENESS

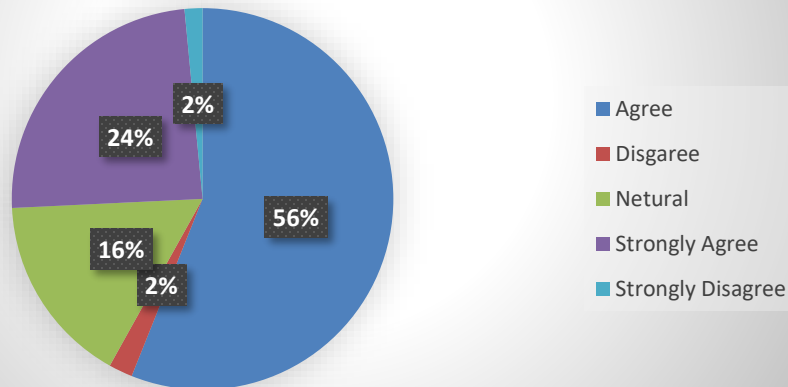
4.5) I get opportunity to express myself in the team



4.6) My Manager is supportive and active in involving me in team discussion and decision.

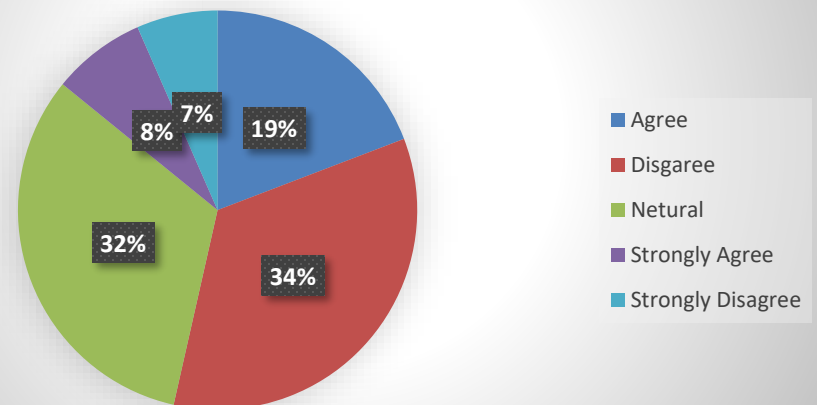


5.1) The work environment helps me strike the right balance between my Professional Life and Personal life

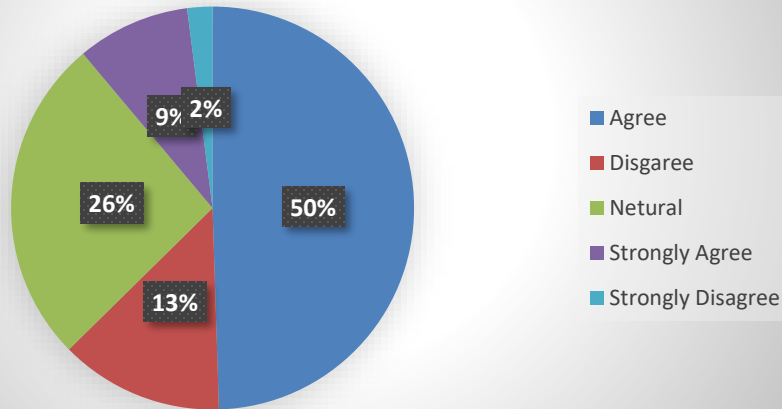


WORK LIFE BALANCE

5.2) I feel overloaded and stressed because of the work assigned to me

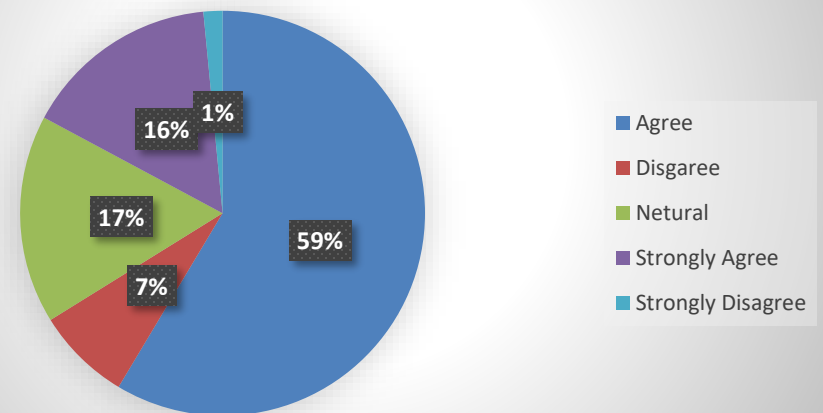


5.3) I am allowed to take regular breaks In between my work

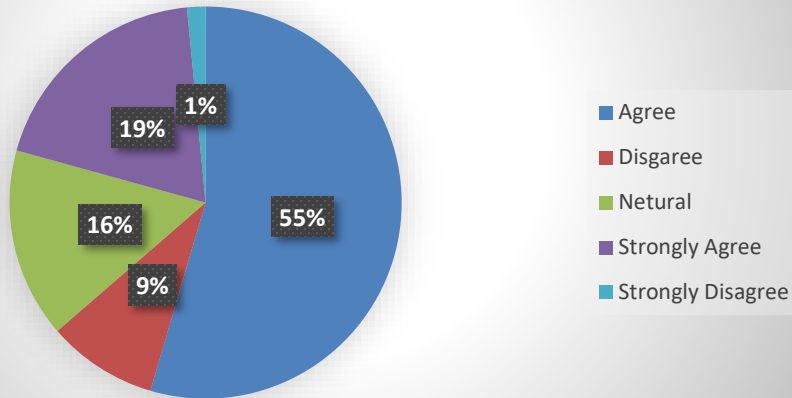


WORK LIFE BALANCE

5.4) I am happy with the leave policy of the company

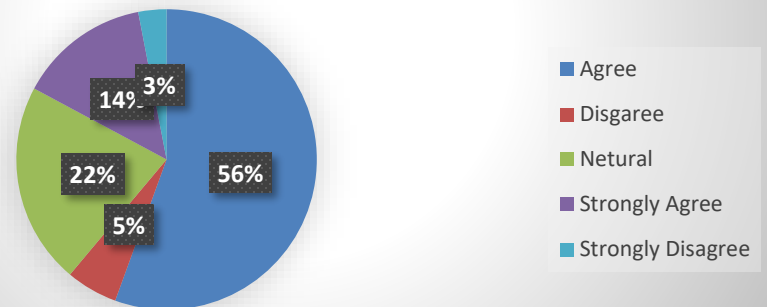


5.5) I have flexibility to take personal leaves whenever required

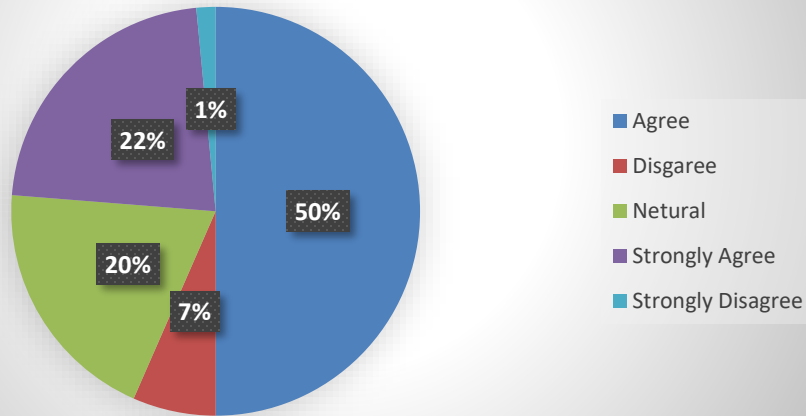


WORK LIFE BALANCE

5.6) Recreational activities / Employee Engagement activities are carried out periodically to enliven the work environment

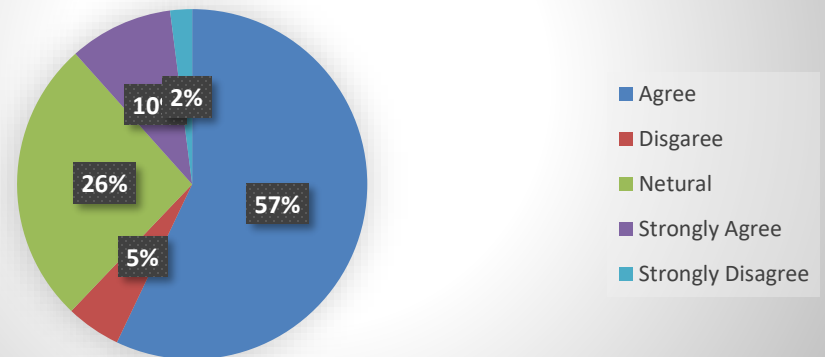


6.1) I receive appreciation from my manager and peers for good job done



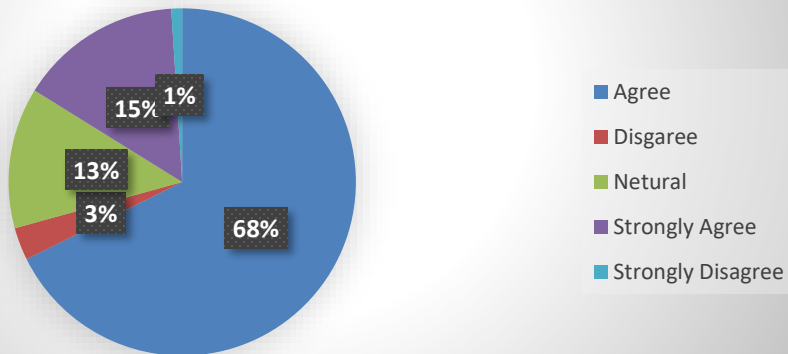
PERFORMANCE, REWARD & RECOGNITION

6.2) I am rewarded for my performance and receive recognition from my managers for my extraordinary efforts

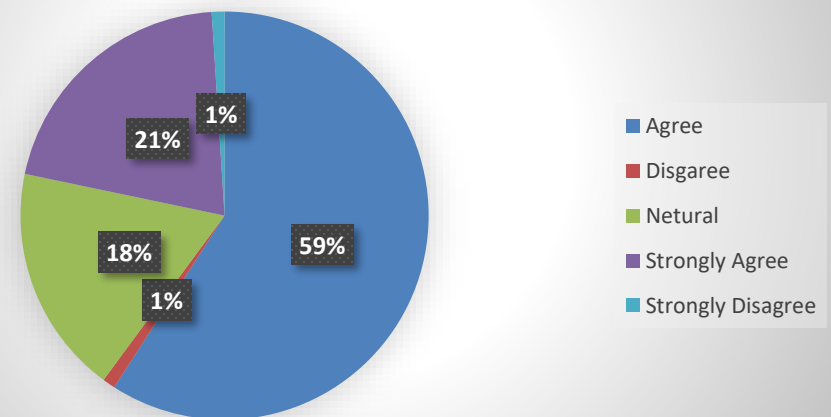


PERFORMANCE, REWARD & RECOGNITION

6.3) I receive feedback from my manager and peers that helps me improve my performance

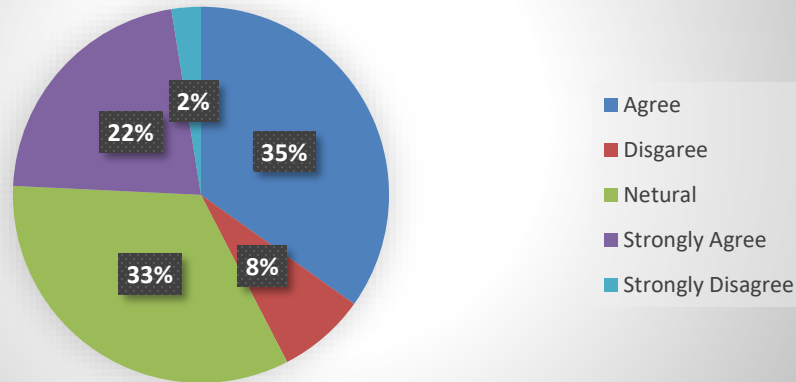


6.4) I feel that my work is always recognized and valued.

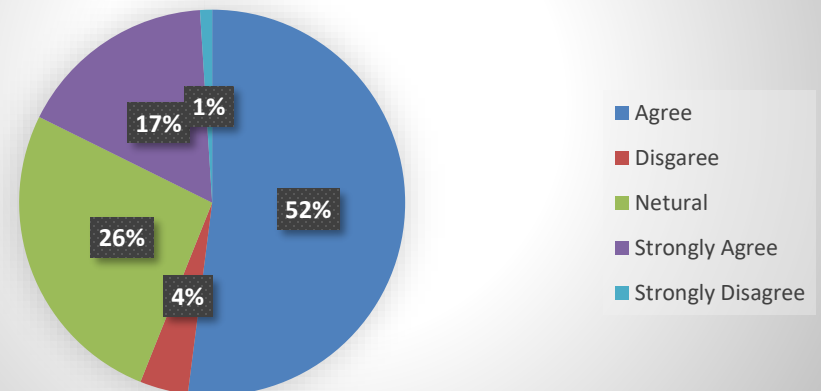


PERFORMANCE, REWARD & RECOGNITION

6.5) I am happy with my Career path and Promotion plan

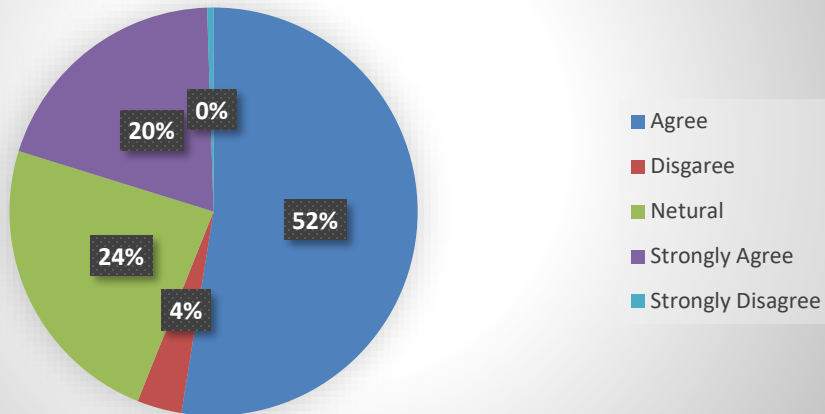


6.6) I am satisfied with my overall job and have all the resources I need to do my job successfully

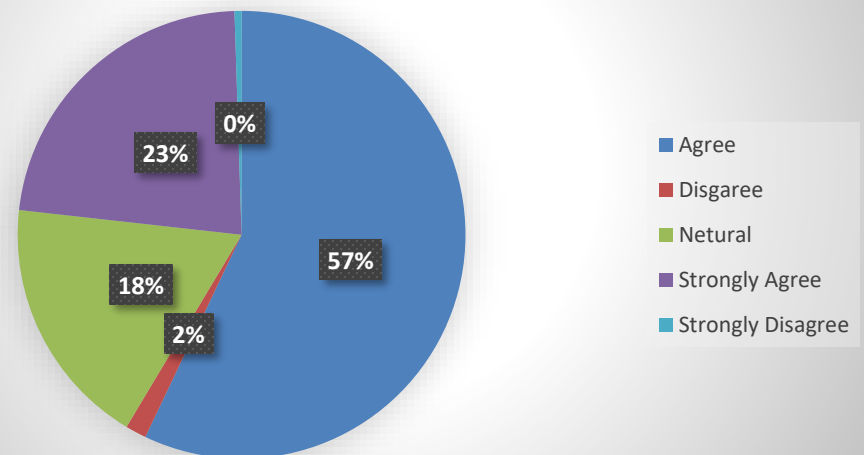


COMPANY RECOMMENDATIONS

7.1) I will recommend the company to my friends and family



7.2) You are happy and satisfied working at Vakrangee



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.
- 91% employees are proud and happy to be a part of Vakrangee Ltd satisfied with job responsibilities given to them, Male – 160 Female – 20 employees
- 90% employees have clear understanding of goals in Vakrangee Limited., out of which , 99 – Male 156 employees & 22 – Female employees.

Teamwork & Collaboration

- Teamwork and Collaboration hits the maximum score in the Survey. Around 164 Male, 22- Females, feel that their Manager encourages employees to come up with new ideas to do the work.
- Majority employees feel inspired and connected with my co-workers and their managers encourage collaboration in the team.
- Teamwork and Collaboration demonstrates the enthusiasm for achieving efficiency and success together.

Compensation and Benefits

- 2 questions were directed towards Compensation and Benefits and avg 15% employees feel that they are not satisfied with the compensation that is offered to them based on the role and designation
- 61% employees are satisfied with the compensation that is offered to them for their job , out of which 104 are Male employees and 17 are Female employees.
- 55% employees feel the need to have the employee benefits system commensurate with the industry standards, out of which 94 are Male employees & 15 are Female employees, 15% employees feel change

Managerial Effectiveness

- 6 questions were directed towards understanding managerial effectiveness in the organization.
- 94% employees feel that their manager is successful in providing guidance and motivation, majorly Male – 163 employees and Female – 23 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 80% employees feel that they have work life balance, out of which Male – 142 employees & Female – 17 employees, 4% feel the opposite.
- 59% employees feel that they are allowed to take regular breaks in between their work, whereas 15% feel the opposite. Out of 59% Male – 99 employees and Female – 17 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 – 83% employees feel that they receive feedback from their managers and peers that helps them improve their performance, out of which Male -145 employees and Female – 19 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, 80% of the employees are happy and satisfied working at Vakrangee out of which Male 136 employees and Female – 22 employees
- 72% employees will recommend the company to their friends and family, out of which Male – 127 employees and Female – 16 employees.

Overall Summary

- 90% 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.
- Avg of 15% 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