

omnicor

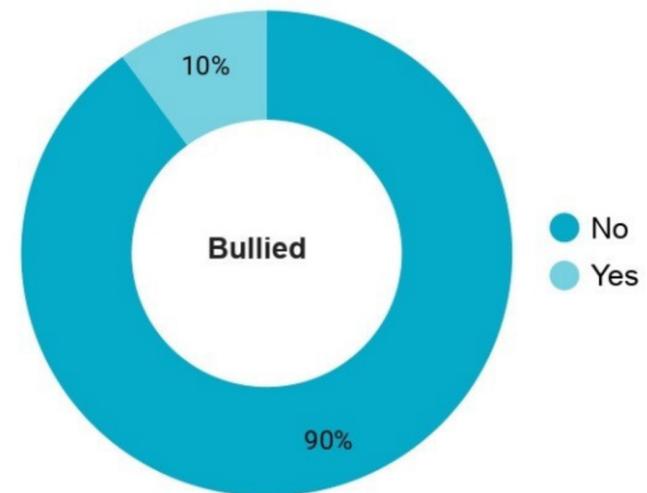
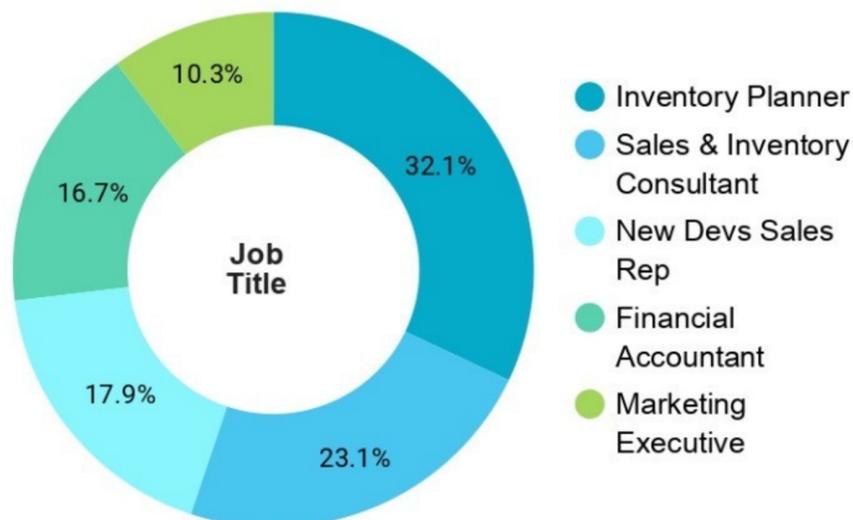
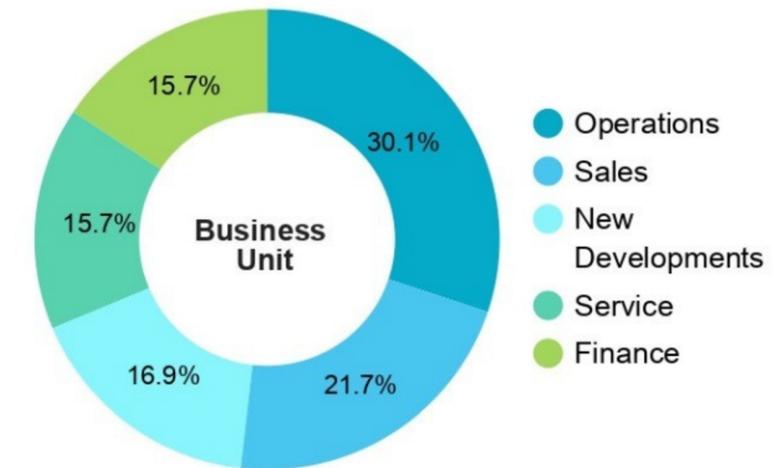
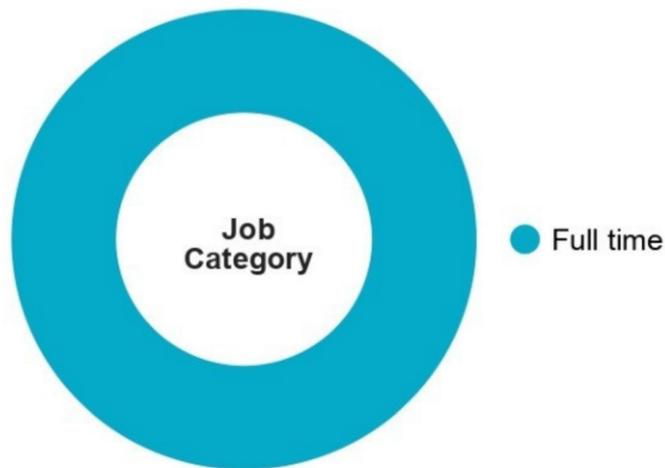
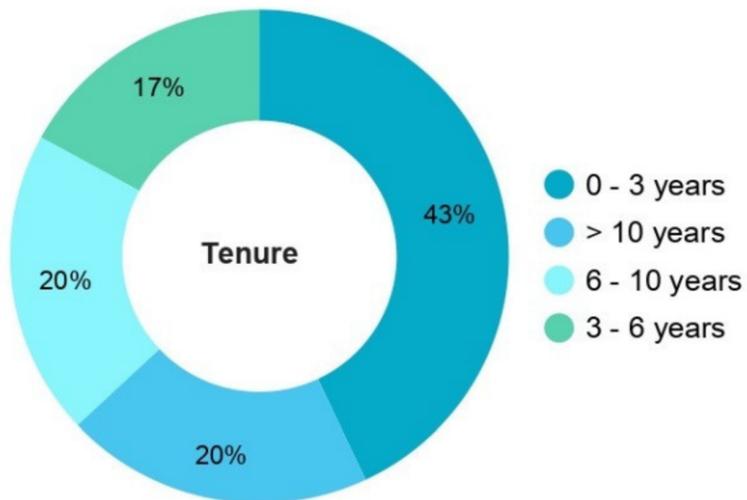
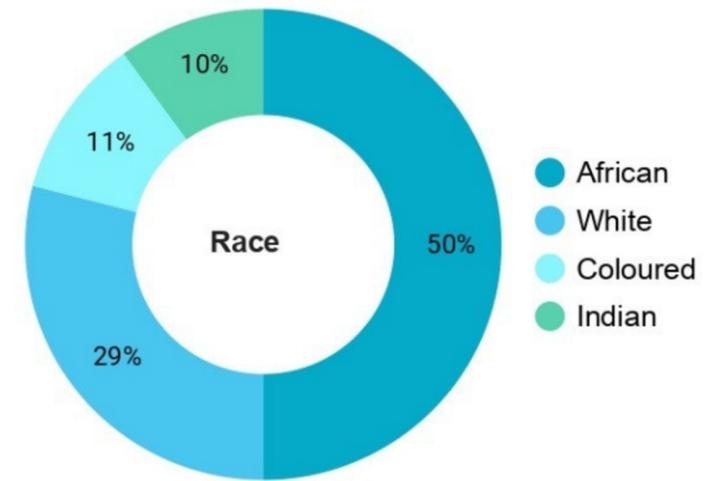
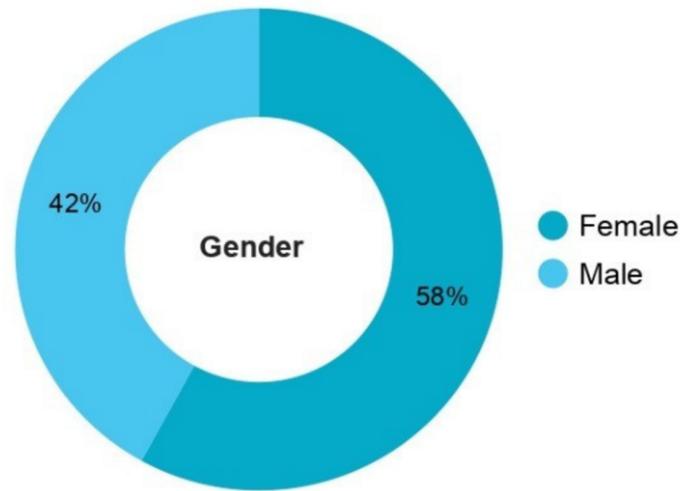
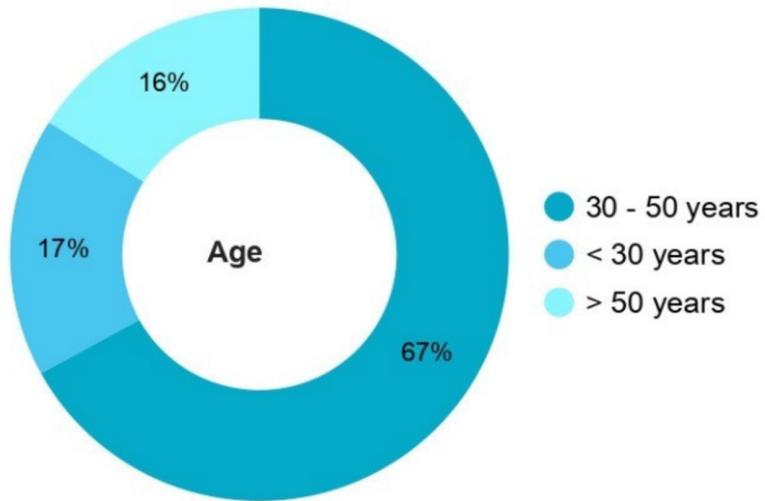
Employee Engagement Insights



ACME **TECH**
NETWORKING

Demographic Overview

Number of Staff
100



Overall Engagement

Number of Staff
100

Business Unit ▾	Job Title ▾	Occupational Level ▾
Gender ▾	Job Category ▾	Race ▾
Tenure ▾	Age Group ▾	

 Overall Survey Completion	
Engagement Surveys Sent	Engagement Surveys Completed
142	111
% Surveys Completed	
78%	
 Valid Survey Completion	
Valid Engagement Surveys	% Valid Engagement Surveys
100	70%



Overall Engagement

Number of Staff
100

Business Unit ▾	Job Title ▾	Occupational Level ▾
Gender ▾	Job Category ▾	Race ▾
Tenure ▾	Age Group ▾	



Baseline
72.52%



Overall Engagement Strata

Number of Staff
100

Total Completed: 100				
Quartiles:	1 - 50	51 - 64	65 - 78	79 - 100
	Disengaged	Low-Moderately Engaged	Moderately Engaged	Highly Engaged
Number of Staff:	16	10	28	46
Percentage:	16.0%	10.0%	28.0%	46.0%
Omnikor Client Benchmark:	23.2%	24.2%	27.2%	25.4%

***Note:** The Omnikor Client Benchmark (%) shows how your score compares to the average score of other Omnikor clients from different industries and company sizes. It's meant to give you a general benchmark for comparison.



Overall Engagement

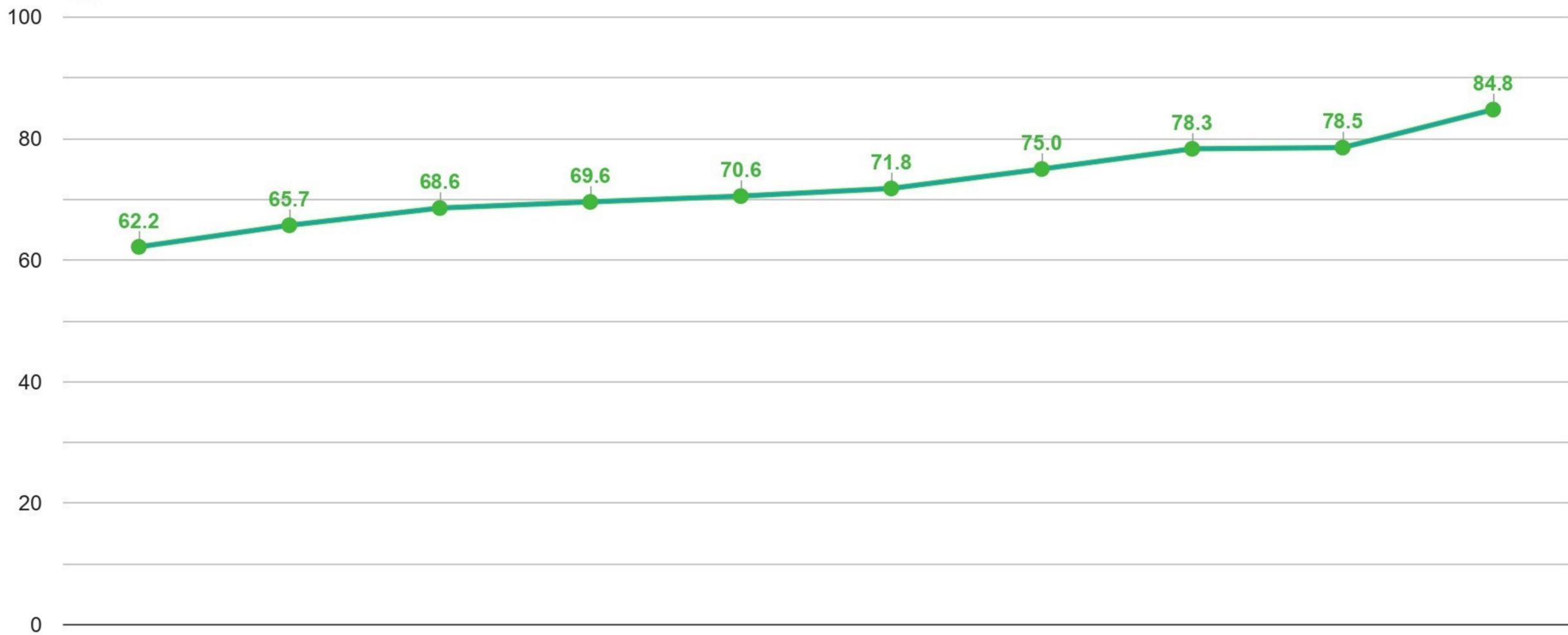
Number of Staff
100

Business Unit ▾ Job Title ▾ Occupational Level ▾

Gender ▾ Job Category ▾ Race ▾

Tenure ▾ Age Group ▾

Selected Baseline



Recognition and Appreciation



Engagement Triad

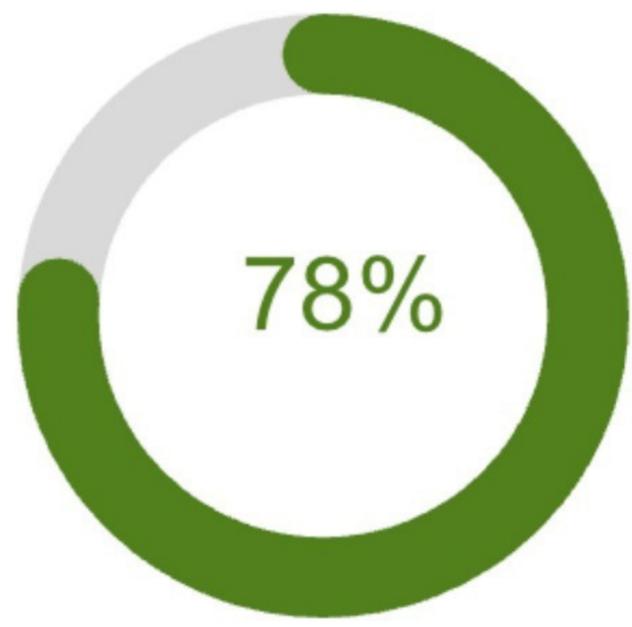
Number of Staff
100

Business Unit ▾ Job Title ▾ Occupational Level ▾

Gender ▾ Job Category ▾ Race ▾

Tenure ▾ Age Group ▾

CAREER



Career Fulfillment

Baseline
78.3%

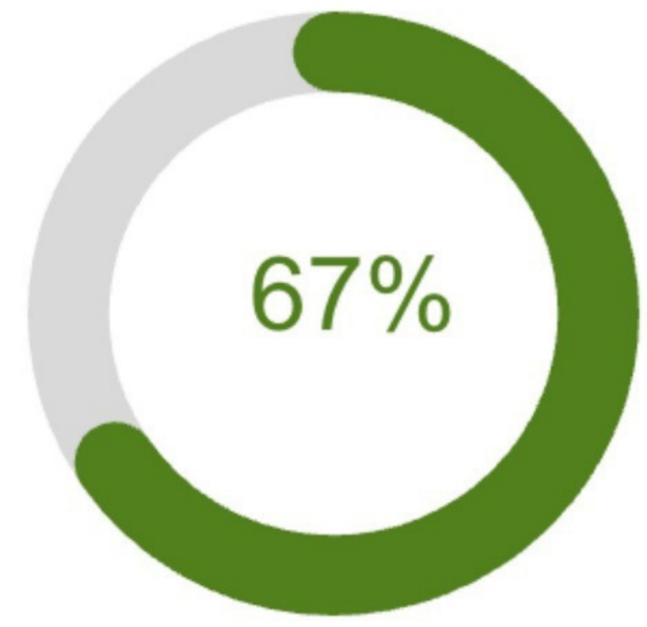
MANAGER



Clear Criteria

Baseline
76.8%

WORKING CONDITIONS



Extreme Pressure

Baseline
67.3%



Highest and Lowest Items

Number of Staff
100

Business Unit ▾ Job Title ▾ Occupational Level ▾
 Gender ▾ Job Category ▾ Race ▾
 Tenure ▾ Age Group ▾

Highest

Items	Value ▾
My work is important for the success of the organisation	91.87
[Blurred]	86.39
[Blurred]	85.32
[Blurred]	84.67
[Blurred]	82.21

Lowest

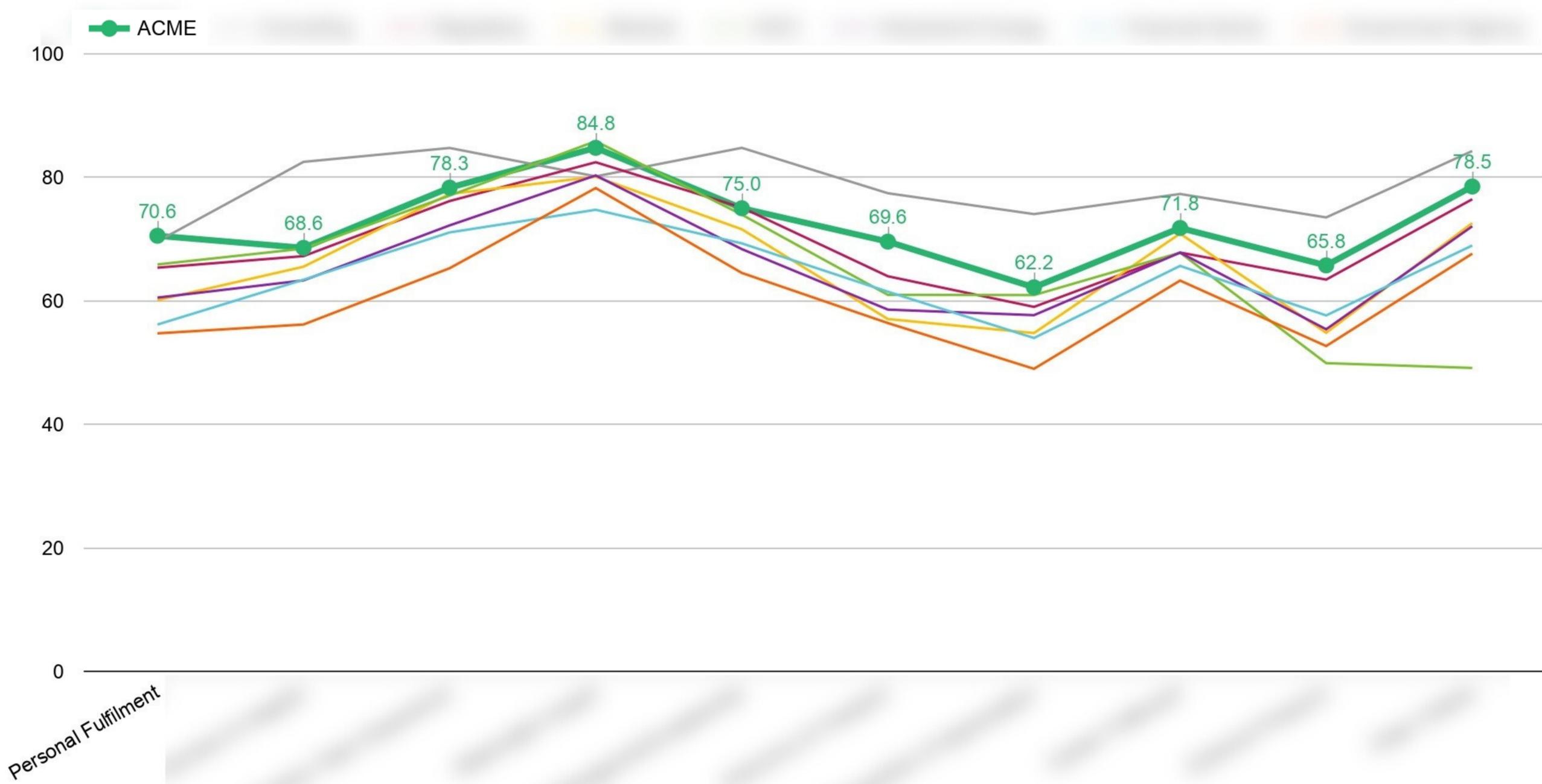
Items	Value ▲
My salary is fair in the current market	48.66
[Blurred]	50.48
[Blurred]	56.36
[Blurred]	57.41
[Blurred]	62.66

*Reversed Score: The higher the score, the more engaged one is. Negative worded question scores have, therefore, been reversed to ensure that we are consistently measuring engagement.



Sector Benchmarking

Number of Staff
100



Business Unit

Number of Staff
100

ACME	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Business Unit	n	Engagement										
Finance	13	79.4	82.9	68.1	76.0	77.4	80.3	87.9	87.2	71.5	82.5	80.7
New Developments	14	75.0	78.7	76.1	77.6	68.3	74.1	80.4	78.4	57.2	79.8	79.0
Sourcing	4	74.3	82.4	58.4	59.3	73.7	70.5	80.4	98.4	77.7	78.3	63.3
Operations	25	74.1	82.7	62.5	72.0	77.5	68.7	79.3	89.9	65.4	73.3	69.2
Service	13	71.2	82.2	58.0	70.8	70.7	72.1	83.0	88.9	65.5	64.8	56.4
Sales	18	71.0	77.8	68.9	69.8	69.2	63.2	73.8	82.3	56.0	77.6	71.0
Marketing	8	58.1	58.5	65.4	53.5	55.7	40.7	64.3	67.8	47.8	71.6	55.4



Job Title

Number of Staff
100

ACME	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Job Title	n	Engagement										
Financial Accountant	13	79.4	82.9	68.1	76.0	77.4	80.3	87.9	87.2	71.5	82.5	80.7
New Devs Sales Rep	14	75.0	78.7	76.1	77.6	68.3	74.1	80.4	78.4	57.2	79.8	79.0
Quality Engineer	4	74.3	82.4	58.4	59.3	73.7	70.5	80.4	98.4	77.7	78.3	63.3
Inventory Planner	25	74.1	82.7	62.5	72.0	77.5	68.7	79.3	89.9	65.4	73.3	69.2
Sales & Inventory Consultant	18	71.0	77.8	68.9	69.8	69.2	63.2	73.8	82.3	56.0	77.6	71.0
Service Administrator	6	66.6	84.1	42.7	70.3	70.4	65.3	77.3	88.2	59.1	66.1	42.5
Marketing Executive	8	58.1	58.5	65.4	53.5	55.7	40.7	64.3	67.8	47.8	71.6	55.4



Job Category

Number of Staff
100

Business Unit ▾ Job Title ▾ Occupational Level ▾

Gender ▾ Job Category ▾ Race ▾

Tenure ▾ Age Group ▾

ACME 	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Job Category	n	Engagement										
Locum	1	89.9	100.0	99.0	93.5	50.3	93.8	75.3	100.0	87.5	100.0	99.8
Full time	96	72.7	78.7	65.4	70.8	72.6	68.6	78.4	85.5	62.1	75.2	70.1
Fixed-Term	2	62.3	72.1	72.0	55.6	53.0	62.1	84.8	60.1	55.9	61.0	45.9
Trainee	1	55.6	55.3	55.5	57.5	56.5	59.0	60.0	55.3	55.3	64.3	37.8



Occupational Level

Number of Staff
100

ACME	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Occupational Level	n	Engagement										
Skilled	57	76.2	84.7	66.0	75.2	75.9	72.9	82.1	89.7	68.2	77.5	70.2
Professional	24	72.0	75.3	67.0	72.3	72.1	67.4	78.7	78.5	56.0	76.4	76.0
Senior Management	18	62.3	64.5	63.7	54.2	59.4	57.2	67.1	79.2	51.8	65.7	60.8



Tenure

Number of Staff
100

ACME	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Tenure	n	Engagement										
3 - 6 years	17	76.7	84.8	59.2	76.4	79.2	67.6	84.3	91.1	73.7	79.4	71.0
0 - 3 years	43	74.3	79.6	68.7	71.4	75.1	73.2	79.0	85.0	65.8	74.1	70.7
> 10 years	20	71.6	78.3	68.5	72.1	62.5	66.1	76.5	83.0	56.9	78.4	73.9
6 - 10 years	20	66.1	71.2	62.3	62.2	67.7	61.9	73.8	80.7	49.9	69.8	61.8



Workplace Bullying

Number of Staff
100

Business Unit ▾ Job Title ▾ Occupational Level ▾

Gender ▾ Job Category ▾ Race ▾

Tenure ▾ Age Group ▾

ACME 	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Bullied	n	Engagement										
No	90	75.2	80.7	69.8	73.8	73.5	70.8	78.9	85.2	65.5	79.9	73.8
Yes	10	48.4	58.7	29.7	40.9	56.9	48.7	73.6	80.7	32.4	31.1	31.8



Retention

Number of Staff
100

Business Unit Job Title Occupational Level
 Gender Job Category Race
 Tenure Age Group

ACME 	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Working Here 2 Years From Now	n	Engagement										
Yes	79	75.8	82.1	69.7	74.8	74.7	73.8	79.8	85.4	66.2	78.2	72.8
No	21	60.3	64.9	50.8	54.4	60.8	48.8	73.0	82.5	47.2	63.1	57.4



Age

Number of Staff
100

ACME	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Age Group	n	Engagement										
> 50 years	16	76.7	81.9	70.0	71.8	69.9	74.8	82.8	88.4	71.0	78.7	77.6
30 - 50 years	67	71.8	77.3	64.9	70.3	72.5	67.6	77.8	84.5	60.3	74.5	68.4
< 30 years	17	71.4	80.1	65.1	70.3	71.0	66.7	76.2	82.6	61.2	73.5	66.8



Race

Number of Staff
100

ACME	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Race	n	Engagement										
Coloured	11	77.2	85.9	72.0	78.7	70.1	72.9	86.9	86.6	67.0	79.3	72.2
Indian	10	76.9	82.4	66.4	73.6	83.0	73.5	81.3	91.5	66.6	77.5	72.8
African	50	73.3	77.8	64.5	70.6	76.5	69.2	80.1	88.4	65.7	72.7	67.1
White	29	68.0	75.7	65.2	66.4	60.5	64.2	71.0	75.6	52.9	76.5	71.9



Gender

Number of Staff
100

ACME	100	72.5	78.5	65.7	70.6	71.8	68.6	78.3	84.8	62.2	75.0	69.6
Gender	n	Engagement										
Male	42	75.4	80.9	65.9	74.0	73.6	74.1	81.1	88.2	68.1	76.8	71.0
Female	58	70.5	76.8	65.7	68.1	70.5	64.6	76.3	82.4	57.9	73.7	68.5



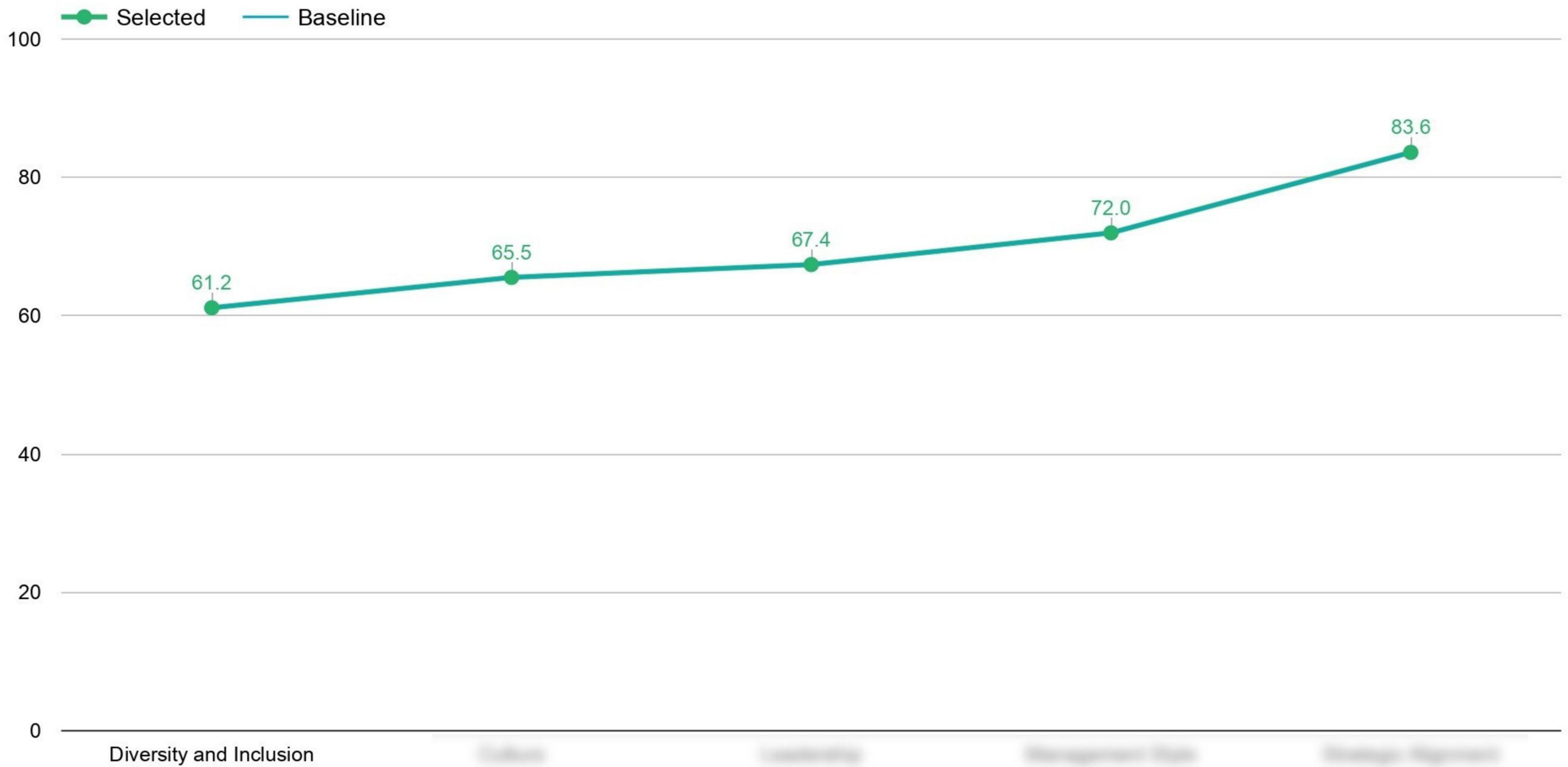
Additional Constructs

Number of Staff
100

Business Unit ▾ Job Title ▾ Occupational Level ▾

Gender ▾ Job Category ▾ Race ▾

Tenure ▾ Age Group ▾



Additional Items

Number of Staff
100

Business Unit ▾ Job Title ▾ Occupational Level ▾
 Gender ▾ Job Category ▾ Race ▾
 Tenure ▾ Age Group ▾

Item	Construct	Selected ▾	Baseline	Difference
I understand the strategy of the business and my role in it	Strategic Alignment	83.6	83.6	0
I feel comfortable and safe telling my opinions to my manager	Management Style	73.2	73.2	0
My manager addresses differences in personality, background and perspectives	Management Style	72.3	72.3	0
My manager encourages me to experiment with new ideas to improve performance	Management Style	70.5	70.5	0
The work culture is one of positive collaboration	Culture	67.5	67.5	0
The company leadership style is caring and inclusive	Leadership	67.4	67.4	0
My company fosters diversity and inclusion	Diversity and Inclusion	65.2	65.2	0
There is psychological safety where I work	Culture	63.6	63.6	0
I am committed to my differences and unique value adds to the business	Diversity and Inclusion	59.1	59.1	0
There is fair and equal chance for job growth opportunities and/or promotions within the business	Diversity and Inclusion	59.1	59.1	0



Workplace Bullying

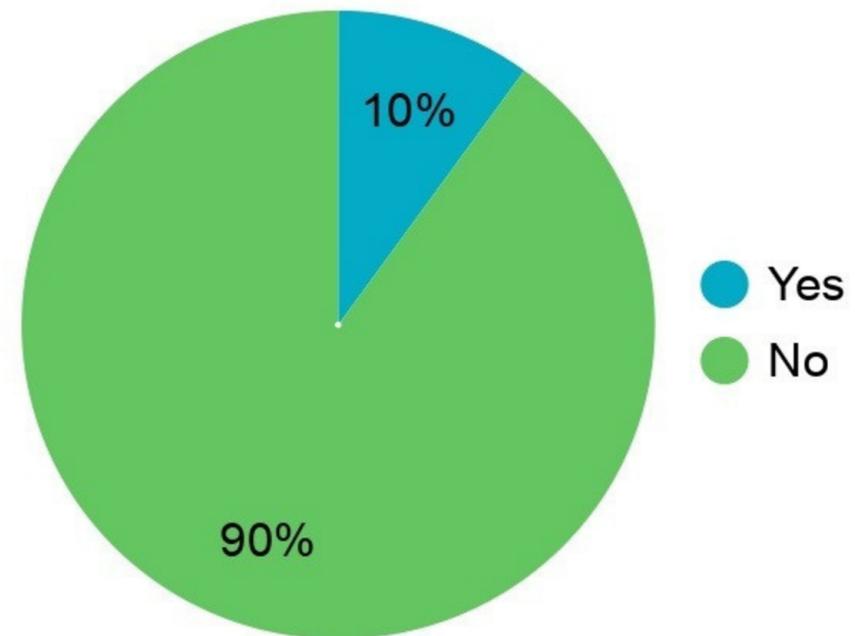
Number of Staff

100

Business Unit ▾ Job Title ▾ Occupational Level ▾

Gender ▾ Job Category ▾ Race ▾

Tenure ▾ Age Group ▾



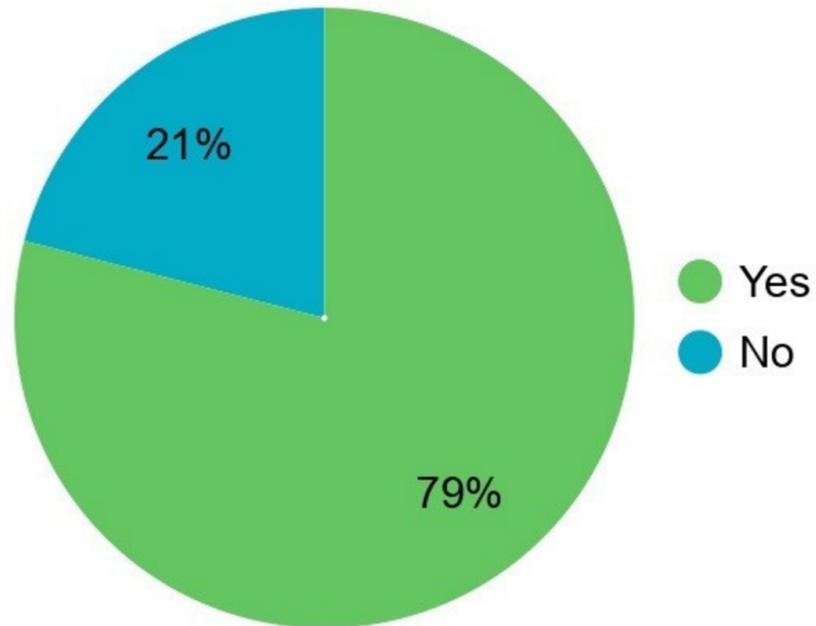
10% of staff reported experiencing workplace bullying at least once in the last 12 months.



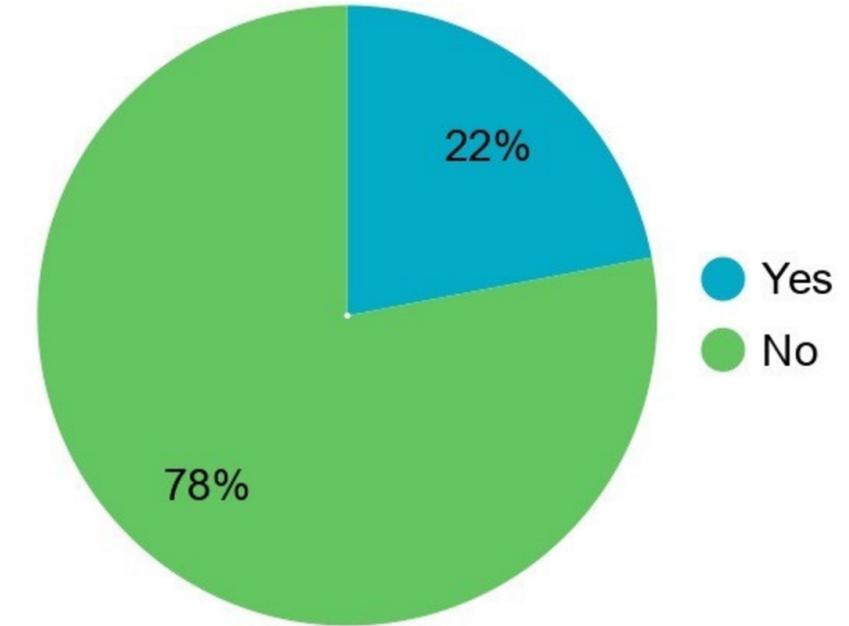
Additional Items

Number of Staff
100

Business Unit ▾	Job Title ▾	Occupational Level ▾
Gender ▾	Job Category ▾	Race ▾
Tenure ▾	Age Group ▾	



I have worked working more than 2 years from now



Do you think any additional items that currently there are unnecessary at work?



Employee Net Promoter Score

Number of Staff
100



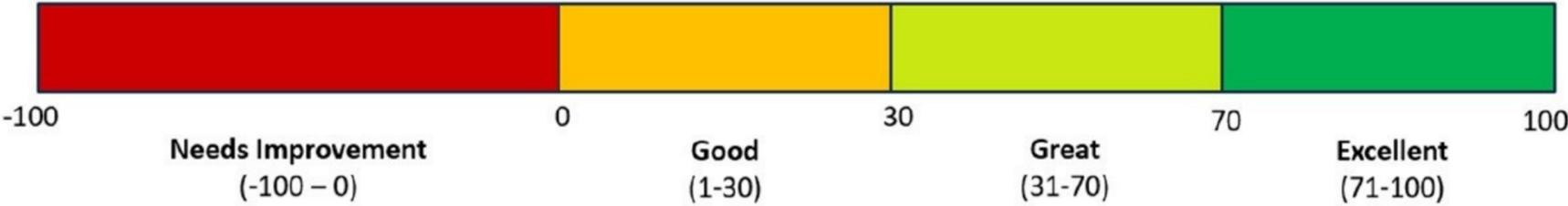
Business Unit Job Title Occupational Level

Gender Job Category Race

Tenure Age Group

SEARCH

$$\text{eNPS} = \text{Rater Promoter \% } 49 - \text{Rater Detractor \% } 40$$



eNPS Department Comparison

Number of Staff
100

Overall	100	49	49.0	40	40.0	9.0
Business Unit	Participants	Promoters	% Promoters	Detractors	% Detractors	eNPS
New Developments	14	10	71.4	3	21.4	50.0
Sourcing	4	3	75.0	1	25.0	50.0
Finance	13	8	61.5	4	30.8	30.8
Operations	25	14	56.0	7	28.0	28.0
Service	13	6	46.2	6	46.2	0.0
Sales	18	5	27.8	11	61.1	-33.3
Marketing	8	1	12.5	6	75.0	-62.5

eNPS Key

