

# KEY PEOPLE ANALYSIS & FINDINGS SAMPLE DOCUMENT [ABRDIGED]

This is a sample abridged report for viewing purposes only.

The complete report is close to 60 pages and has various data cuts, analysis and insights made available along with an overall Happyness Quotient™ score for the company.



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## Foreword

In [REDACTED], a series of communication pieces were driven across <Client> inviting people to be part of a Happiness Survey powered by Never Grow Up. Using proprietary tools and methods, an online survey was conducted that [REDACTED]. This document contains key findings and provides an understanding for the approach and pillars that acted as the core philosophy for this survey.

## Understanding the Pillars



### **Employee Engagement**

looks at finding meaning at work and being proud of the organization that the individual works in. It is the involvement level of every individual at work.

As a People Manager, understanding the level of engagement or disengagement of one's employees at work can help in designing and

delegating work appropriately. It can also help you to engage the employees on the right track in order to keep them motivated and work well together. Working together leads to good team work which in turn results in a more productive workforce. An engaged work force is more likely to take on challenges on a positive note. These challenges lead to a meaningful work experience. Standing up for one's organisation and taking pride in the organisation will also lead to loyal employees who stay with the organisation for longer.

What gets impacted when **Employee Engagement** is measured?

By measuring Employee Engagement, the organisation will have a clear understanding of the employee's level of involvement at work. This can impact attrition levels, productivity levels and help in the growth of business as well.



**Rewards and Recognition** is about examining how much the individual values the monetary and non-monetary benefits provided at the workplace.

As a People Manager, you probably have the best understanding of how important R&R are for every employee. It is one of the main driving forces at the workplace. R&R directly

comes under your purview and each of its strands can make or break an employee's career in the organization.



Irrespective of which department the other managers might work in, R&R has a significant role to play. Measuring it helps managers understand if they are motivating their team well enough. In fact, according to a study about employee feedback from managers, employees ignored by managers are twice as likely as likely to be actively disengaged as compared to workers whose managers focus on their weaknesses. While managers focusing on employee strengths are 30 times more likely to manage actively engaged workers, managers giving little or no feedback to employees result in 4 out of 10 workers being actively disengaged.

The onus of effective R&R doesn't just rely on the manager though. Recognition can come from one's peers as well in the form of getting due credit for work being done, A lot is at stake while measuring R&R. A macro approach needs to be adopted to understand the benefits of measuring this pillar. This is because satisfaction with one's monetary rewards can be understood on two levels. Firstly, understanding if one's salary and benefits are on par with what others in the organization are offered. Secondly, if one's package is at par with what the market offers. If not at par, it is likely to impact attrition.

Besides what one receives from the organization, awareness about systems in place such as appraisal matters too. Not having enough clarity on the processes that reward and recognize employees can result in a negative perception towards the organization as a whole. This dearth of information gets perceived as a lack of accountability by the employees.

What gets impacted when **Rewards and Recognition** is measured?

R&R is interlinked to the employee's driving force, their perception towards job security and their sense of ownership as well. According to a survey, employees that receive regular recognition and praise increase their productivity, increase engagement among their colleagues, are more likely to stay at their company, receive higher satisfaction scores from customers, have better safety records-fewer accidents on the job. Integrating these factors can result in an employee's satisfaction towards R&R leading to a happier workforce

**Note: There are a total of 10 pillars on which analysis is done.**



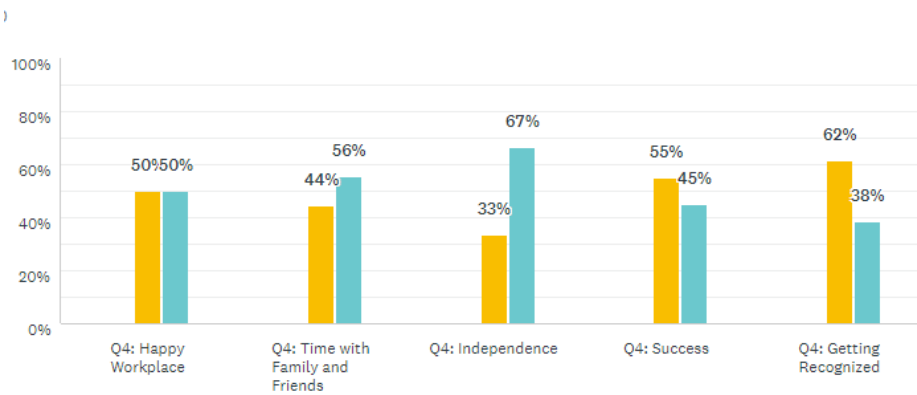
**Overall Scores [Question & Pillar Wise] | Total 42 Questions spread across 10 pillars.**

Pillar	Questions	Highest				Lowest			
		Description	# of Responses	Base [Less Skipped]	Percent %	Description	# of Responses	Base [Less Skipped]	Percent
Work life blend	Q4 You just met a genie who grants you four wishes. You choose:	Success, Happy Workplace, Time with Family and friends, Getting recognized	341	434	78.57%	Community service, independence, enough money, support	58	434	13.36%
	Q5 You have managed to get the much-awaited annual leave with family. Your vacation goes something like this:	I only spend time with my family	212	428	49.53%	What vacation? There is work to do!	24	428	5.61%

Amongst all pillars [redacted] below most other pillars while [redacted] and [redacted] is where the company scored the highest.

**Data Cuts and Key Insights**

Analysis shows [redacted] looking for more independence [redacted] [redacted] positions feel the need to get recognized at work.

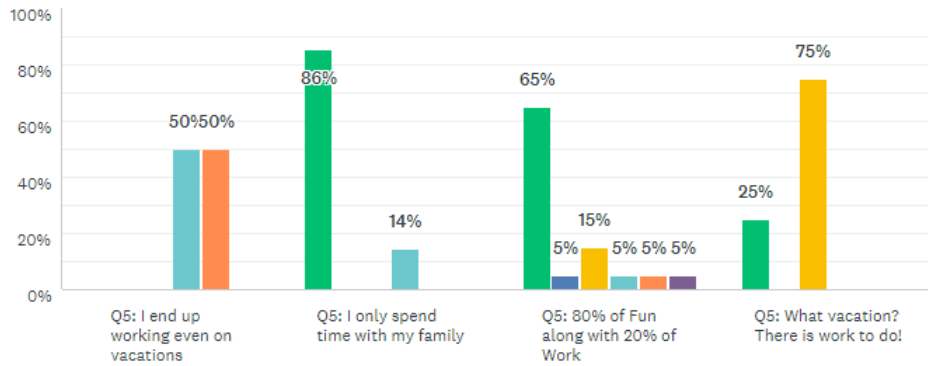


Majority of people [redacted] Driving work-life balance initiatives for this department could be considered. 55% of the IT department is seen working even on vacation and this co-relates with the need to drive work life blend initiatives and manager sensitization to ensure on ground implementation.



# Which Department do you work with?

Answered: 33 Skipped: 0



## WORK LIFE BLEND

**Question 1:** You just met a genie who grants you four wishes. You choose:

The data at an outer level indicates [redacted] more than their counterparts.

While segregating data for only managerial/ supervisor level, [redacted]

Answered: 434 Skipped: 46

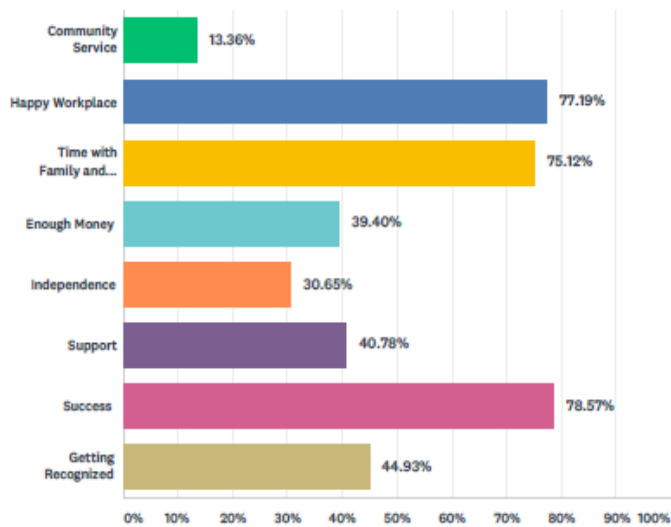


Figure 1



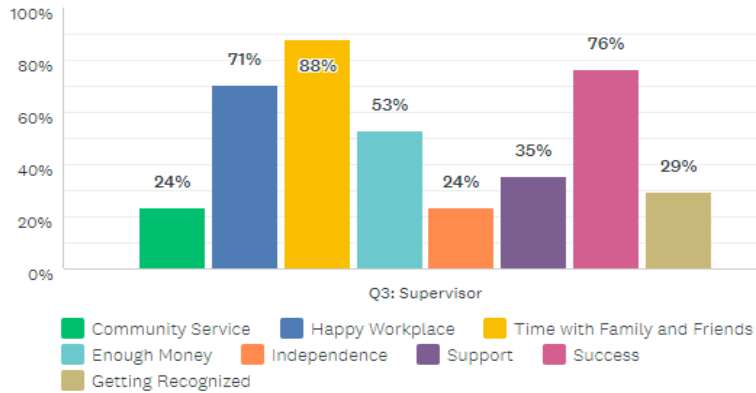
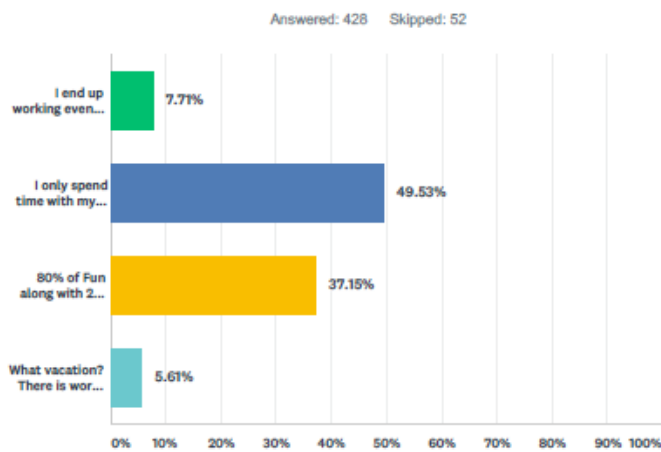


Figure 2

[REDACTED]  
 [REDACTED] recognized at work.  
 Although, [REDACTED]  
 [REDACTED].

**Question 2:** You have managed to get the much-awaited annual leave with family. Your vacation goes something like this:

**Overall**

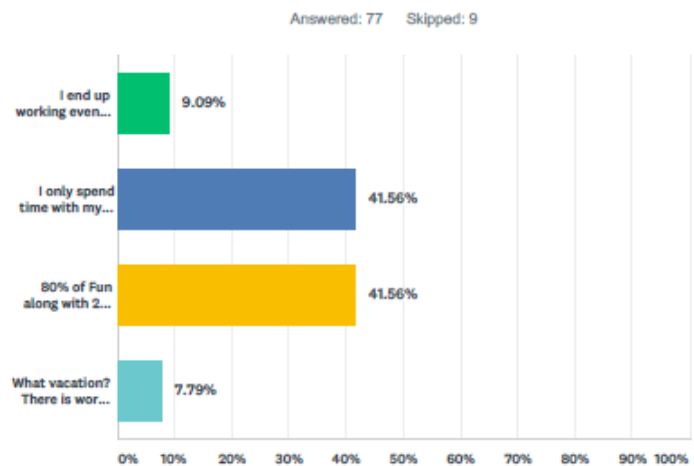


Although the overall graph indicates a balance between vacation and taking time off, the data is skewed [REDACTED]  
 [REDACTED]  
 [REDACTED]  
 [REDACTED] the response balance changes. A higher percentage of people seem to be working on vacations than [REDACTED]  
 [REDACTED]  
 [REDACTED]

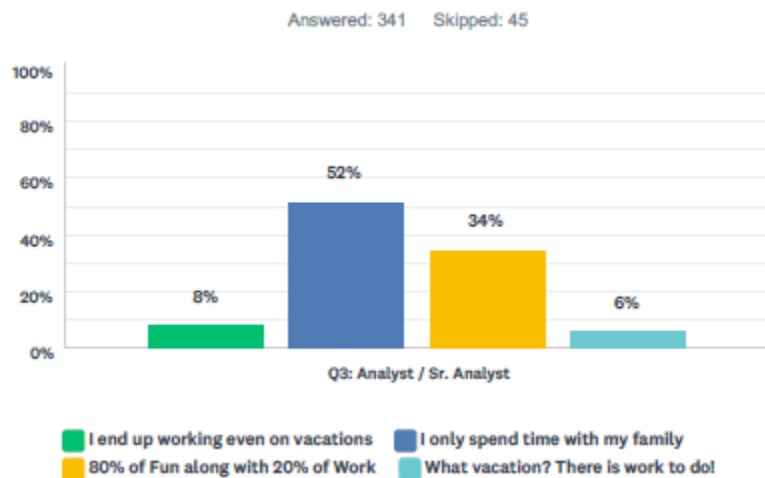


## Overall excluding Review Operations Department

While [redacted] people in a managerial/supervisory role skipped this question, it is interesting to note that over 50% of Supervisors and Lead Analysts mentioned that they do take some amount of work even during a vacation while less than 30% mentioned that they truly get to switch off. People in non-analyst roles seem to find time with family while on a vacation but 45% of them also feel otherwise. Of all the people at a managerial/undisclosed role, an average of 6% people mentioned that they do end up working even on a vacation. As a co-relation to this, one may note that people are looking for recognition as well as highlighted in Question 4.



## Only Analysts | < Department Level / Job Role Based Data cuts and Analysis >



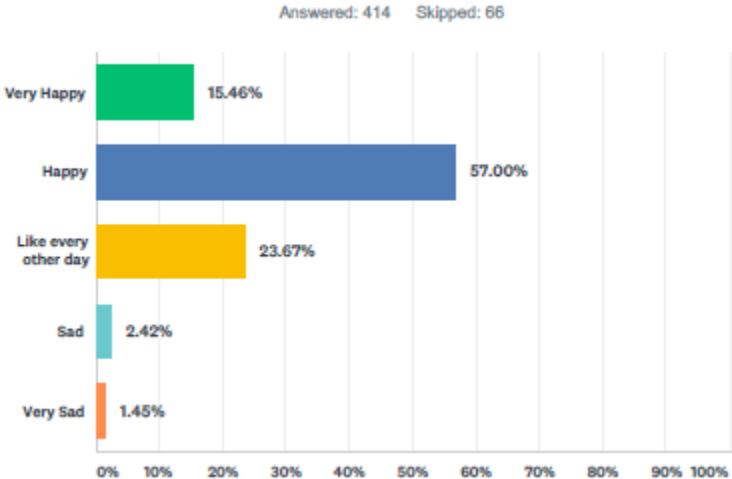
Although the overall score for the pillar of Work-Life Blend seems highly positive, but when looked at more closely, [redacted] as mentioned in Question 5 (Figure 3).





**Question 18:** How are you feeling today?

**Overall**



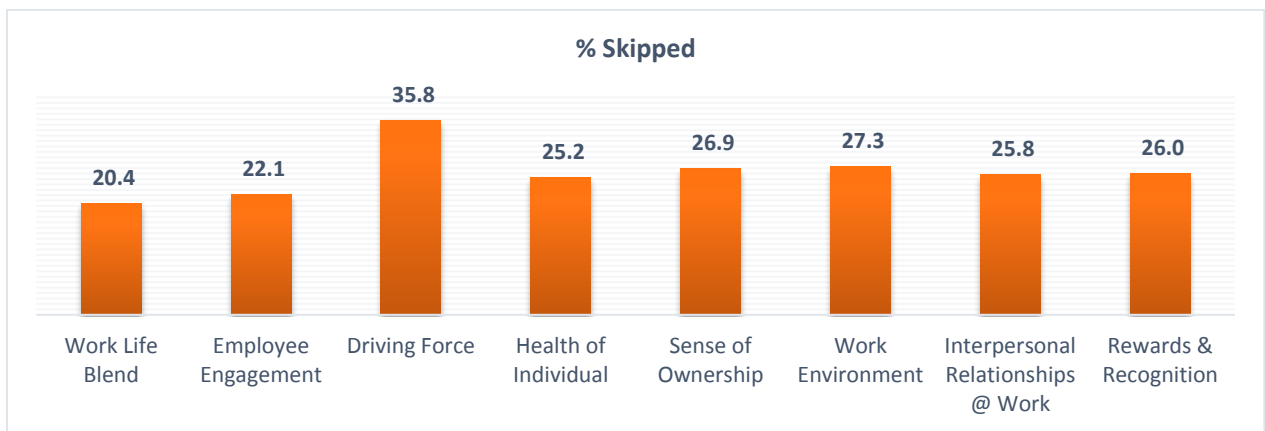
This question helps you understand the mood of the audience while taking the survey and acts as a positive affirmation to back the data that has been presented.



## Pillar Wise - Overall Scores and Observations

At an overall level, [REDACTED]

It is important to note though that even though [REDACTED] the highest, they do not correlate with [REDACTED] should ideally also be at the same level. Another thing to note is that [REDACTED] indicating a problem area for the organization. [REDACTED] to be balanced although the average % of skipped responses remain steady at 20 and 22 %



The pillar with the highest score also has [REDACTED]. This could be an indication that people may have given 'answers that are safe/ keep them safe' [REDACTED]

## Recommendations

While the report provides data cuts across roles and genders, one should also look at the # of people who skipped a particular question. **In places where this number is high, might indicate reluctance while answering and hence, should be considered as an area to work upon as an organization**

Clear areas where initiatives need to be driven and policies crafted include:

[REDACTED]

[REDACTED]

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