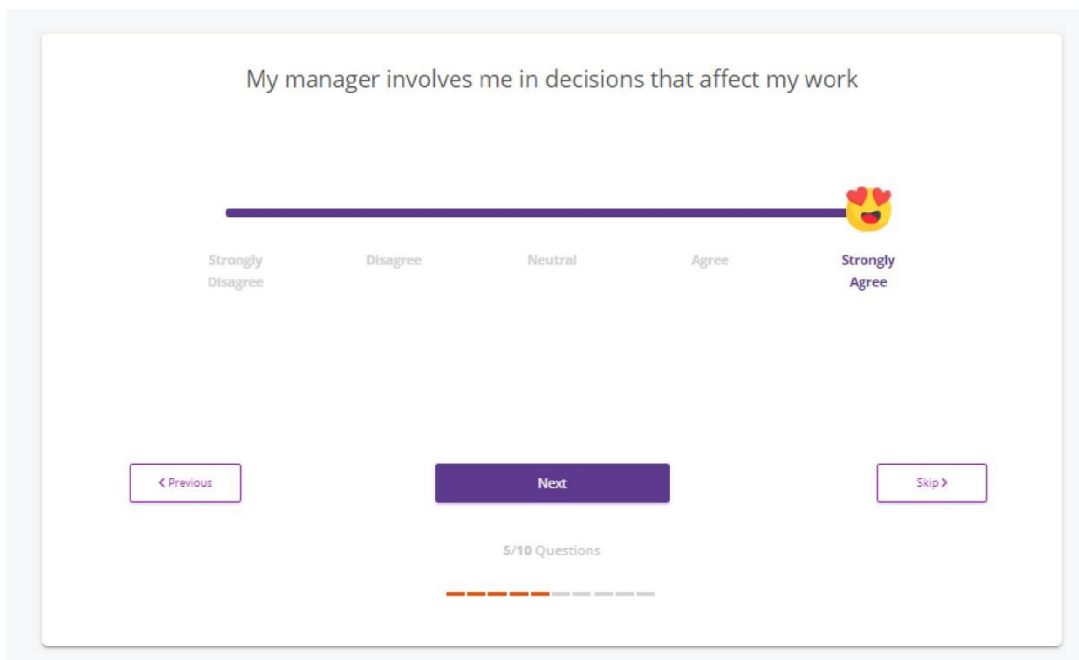


Employee Engagement Survey blog

Employee engagement survey is a free tool implemented by Lucky Carrot, and aims at measuring the levels of employee engagement. It is the extent to which employees feel passionate about their jobs, are committed to the organization and put discretionary effort into their work. Why is it important to take this into consideration? Engaged employees are more productive at work, they come up with better ideas and suggestions, are motivated to work hard, and are less likely to quit. Conducting a systematic employee engagement survey will help to find the factors that actually drive employees to perform their best, and also the ones that can put them off. It gives an opportunity to discover the disengagement causes and to work on them.

How it works

Anonymous answers to company culture related questions is a good way of receiving sincere feedback from the employees, and understanding their real problems and concerns.

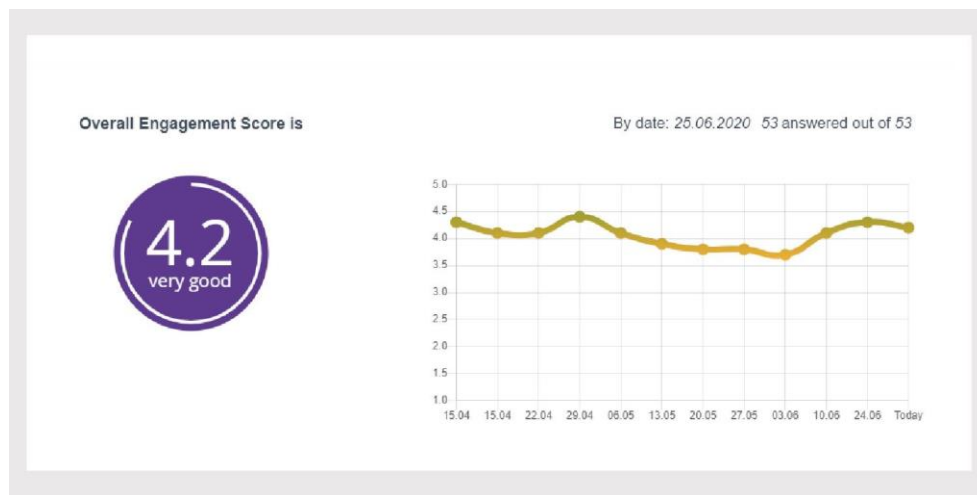


The screenshot shows a survey question: "My manager involves me in decisions that affect my work". Below the question is a horizontal scale with five points: "Strongly Disagree", "Disagree", "Neutral", "Agree", and "Strongly Agree". A purple line is drawn across the scale, extending from the "Disagree" point to the "Strongly Agree" point, which is marked with a "love" emoji (a yellow face with red hearts for eyes). Below the scale are three buttons: "< Previous" (purple outline), "Next" (solid purple), and "Skip >" (purple outline). At the bottom, it says "5/10 Questions" with a progress bar consisting of five segments, the first of which is orange and the others are grey.

So, the employees start the survey by giving honest answers to such questions which will give managers a lot of information about them, and the way they feel in the workplace. What a good opportunity to improve the workplace culture!

How do we measure the employee engagement score?

When the employees pass the survey, the system counts the overall engagement score based on the answers, and the manager gets the full analytics of the survey.



Here you can see the overall engagement score of a conventional company. This overall score, as well as the questions are based on the key metrics of engagement which are measured separately providing the manager with profound and detailed analytics.



All these key metrics of engagement are very important as they are the basis of every well-developed and positive company culture. Now let's pass through each of them:

The Happiness Metric represents the employees' level of happiness at work and their satisfaction with their work-life balance. For example, "I have my company's support when dealing with personal issues".

The Relationship with Peers Metric represents trust, communication and collaboration between peers. For example, "On a scale from 1-5, how much do you trust your peers?".

The Satisfaction Metric represents how satisfied employees are with their compensation and benefits, their role inside the organization, as well as their overall work environment. For example, "How much does the environment of your workplace energize you?".

The Feedback Metric represents both the quality and the frequency of feedback that employees receive, as well as the consideration of their opinions. For example, "On a scale of 1-5, how much chance is there that you will share your idea with the organization?"

The Company Alignment Metric represents how employees align themselves within the organization's vision, mission and values. For example, "My company treats all its employees from different backgrounds fairly".

The Recognition Metric illustrates both the quality and the frequency of recognition employees receive from peers and from managers. For example, "My organization celebrates our accomplishments and learnings".

The Relationship with Manager Metric represents trust, communication and collaboration between employees and their direct manager. For example, "How much do you think your manager is aware of employee pain points?"

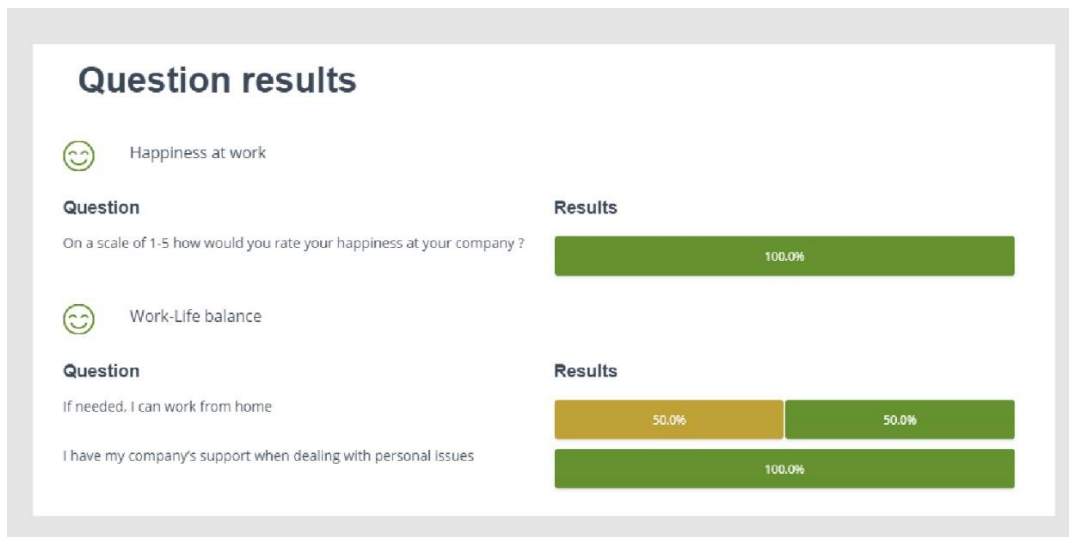
The Personal Growth Metric represents the level of autonomy employees have, whether or not they're improving their skills and if they believe in the bigger purpose of their role. For example, "I feel my job serves to accomplish company goals".

The Ambassadorship Metric represents the level of pride employees have towards the organization and if they would recommend their place of work to other people. For example, "I feel proud when I think about working in my company".

The Wellness Metric represents the level of stress employees feel at work and how they perceive the organization's efforts towards promoting healthy life habits. For example, “My colleagues at work encourage me to stay healthy”.



So, the managers can see the top and weak metrics along with their scores. But there is one more important insight! The question results are displayed in percentages, which show the problems and drawbacks in a more specific way.



By studying all these essential insights with the help of Employee engagement survey, one is given the chance of having a better understanding of the problems and concerns of employees, and the opportunity of working on them. Having a positive company culture,

where employees are engaged and recognized, means higher levels of employee productivity and lower levels of employee turnover, or simply a key to business growth.