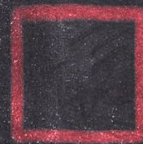
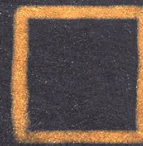


# EMPLOYEE ENGAGEMENT SURVEY



In order to build a rewarding employee experience, you need to understand what matters most to your people. ”

– Julie Bevacqua



## Employee Engagement Survey

Does your organisation and leaders understand the business impact of having disengaged employees in your workforce?

Do you know what drives the level of engagement, or disengagement in your organisation?

Do you have a robust plan to ensure that engagement actions are implemented?

## Overview

Many organisations globally utilise employee engagement surveys as a means to get a view of the emotional investment employees have in their organisation. Organisations commit to this course of action because the link between employee engagement and organisational performance has become irrefutable.

The annual measure of Employee Engagement levels has become the accepted way to ensure that the culture is sound, and employees are able to deliver their best.

**75%** of employees would stay longer at an organisation that listens to and addresses their concerns  
- Ultimate Software

Employee engagement is no longer a discussion only held in Human Resource meeting rooms but has in fact become a key conversation point for many Boards of Directors driving broader agendas.

The Africa People Advisory Group Employee Engagement Survey delivers insights into the key elements driving engagement in an organisation through a succinct survey instrument. Our solution has been developed for the Africa market and takes into consideration the unique nature of our continent and businesses operating on it.

# EMPLOYEE ENGAGEMENT SURVEY



## Business value gained through the solution

- The survey delivers organisation wide feedback on what the key drivers of employee engagement, and thus productivity is.
- Insights from the survey can be used to take appropriate action to drive higher levels of engagement.
- The instrument provides a deeper level of understanding for senior and executive leaders on what behaviours shape the organisation.
- Contributes to an open culture of feedback and action.

## Process overview

- The process kicks off with a project kick off meeting to establish a project timeline.
- Employee data is submitted in Excel format to enable unique identification of employees against demographics.
- In the next step the final questions are agreed and signed off by the organisation.
- The survey design is completed and a test link for review sent to the HR representative to ensure the link is functional.
- Once the IT team has cleared the process the survey is launched.
- A feedback link is provided to track completion progress throughout the duration of the project.
- At an agreed date, the survey closes, and reporting commences.
- Final report delivered within two weeks of close of the survey.
- Executive de-brief scheduled and delivered.

The overall timeline for execution of a small to medium sized organisation ranges from 4-6 weeks.

Speak to a consultant:

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