

### EMPLOYEE SURVEY - SAMPLE QUESTIONNAIRE





Output Report - standard



#### STRONGEST IMPACT ON IDENTIFICATION

The company cares for its employees and their satisfaction.

I can plan my career and professional direction within the company.

I have the conditions to do what I know best and to provide high quality performance.



I have the possibility of expressing my opinion. I know that it will be taken seriously.

company.





#### STRONGEST IMPACT ON COMMITMENT

I have the conditions to do what I know best and to provide high quality performance.

I can plan my career and professional direction within the

#### RESULTS FOR INDIVIDUAL CATEGORIES

IDENTIFICATION	13%
COMMITMENT	11%
SATISFACTION WITH TOP MANAGEMENT	16%
SATISFACTION WITH YOUR SUPERIOR	14%
SATISFACTION WITH THE APPROACH TO EMPLOYEES	28%
SATISFACTION WITH COMMUNICATION	16%
SATISFACTION WITH THE ATMOSPHERE	19%
SATISFACTION WITH WORKING CONDITIONS	14%
SATISFACTION WITH YOUR REMUNERATION	46%
SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT	21%



**OVERALL DISSATISFACTION** 

**OVERALL SATISFACTION** 



## **SUMMARY** TOP QUESTIONS



The colleagues I work with create an effective team. They do their utmost to ensure they

#### **BOTTOM QUESTIONS**





# **EXPLANATORY NOTES**

#### TOTAL OVERALL RESULTS FOR ALL RESPONDENTS:

#### VARIANTS OF ANSWERS:

Completely disagree Disagree Neither agree nor disagree Agree Completely agree



The figure inside the chart indicates the proportion of approving responses from the total answers. Colours in the outer chart show overall categories of the answers (all approving, disapproving and all neutral).

#### **OVERALL RESULTS BY SECTION FOR ALL RESPONDENTS:**



The figures in the chart show the individual answers as a proportion of total answers. The results for the currently selected group and the whole company are shown.



# **EXPLANATORY NOTES** TOTAL OVERALL RESULTS FOR VARIOUS CATEGORIES OF RESPONDENTS:

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified
length of employment in the company	48%	47%	45%	49%	

Figures in the table represent the proportion of all approving answers Agree / Completely agree in different categories of respondents.

A symbol can be used instead of specific data in the table. **<5** 

This symbol is used where there are fewer than five respondents in a given category and therefore by showing a specific value, their anonymity would be jeopardised. However, their responses are included in the overall result.

Some of the fields in the table can be differentiated in colour and point out statistically above-average values. Significantly high values Significantly low values



# **EXPLANATORY NOTES** ANSWERS FOR INDIVIDUAL QUESTIONS:

I know what my remit is and what is expected of me. I understand assignments set by my superior.



#### VARIANTS OF ANSWERS:

Completely disagree Disagree Neither agree nor disagree Agree Completely agree



Numbers and colours show the proportions of the overall categories of answers (all approving, all disapproving and all neutral).

Priority by importance shows how important the respondents consider the given question to be, on a scale of 1 (highest) to 5 (lowest). If no importance value is given for a question, it means that no respondent expressed an opinion on importance. Level of importance can be identified by the shades of color in the circle - darker being greater importance, and lighter being lesser importance. 2.6

For each statement, the impact on respondents' identification and commitment is also displayed. igveeThe color of the left half reflects the influence on identification. The color of the right half reflects the influence on commitment. The colour used corresponds to the influence:

negative significant









# SURVEY PARTICIPATION RETURN RATE AND PARTICIPANT REPRESENTATION

In the chapter about return rate, the percent values show the return rate of the total number of addressed respondents, in:

- total (including supplementary information about the ratio of representation of individual categories in the total)
- by categories of respondents
- by individual questions

#### **OVERALL RETURN RATE**





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#### REPRESENTATION BY CATEGORY



B1



Level of organization





IT services Finance HR Logistics Business Marketing

Executive position Management Top management

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# SURVEY PARTICIPATION RETURN RATE AND PARTICIPANT REPRESENTATION

#### BY CATEGORY

	Until 1 year		1 - 5 years	6 -	
length of employment in the company	85% (197)		85% (427)	88	
	Marketing	Business	Logistics	HR	
В0	88% (104)	85% (208)	83% (239)	85% (202	
Business		Corporate			
B1		98% (54)			
	Top man	agement	Manag	jement	
Level of organization	84%	(101)	86% (267)		





# SURVEY PARTICIPATION COMPLETION OVERVIEW OVER TIME

Overview of the number of started and completed online questionnaires over time.

#### SELECTION

•Number of questionnaires in progress •Number of questionnaires completed





# SURVEY PARTICIPATION RETURN RATE OF INDIVIDUAL QUESTIONS

I feel like I am part of the company	100%
When I talk about the company and its services and products, I express myself in a	99%
positive and approving manner.	
I am proud of the work we do.	99%
I did not consider leaving the company over the last year.	99%
I would recommend a friend/colleague to apply for an open position with the Company.	99%
I would stay with the company even if I received a comparable offer from another	99%
company.	
l am motivated to come up with ideas for improvement of the existing processes and	99%
procedures.	
l enjoy my job, it's a positive work experience for me.	99%
I do not allow myself to be discouraged by partial failures or setbacks.	98%
I participate in changes and innovations which move the company forward.	98%
l try to do my work as best l can.	99%
I point out possibilities for improvement and increase in productivity.	98%
I did something extra over the last month and in doing so supported the success of the	98%
company.	
Top management provides timely and effective information about company strategy	98%
and key information.	
Members of top management seem transparent and trustworthy to me, their actions	98%
correspond to what they say.	
I perceive members of top management as true leaders with a clear vision.	98%
Members of top management act consistently and their decisions are consistent.	97%
I know what my remit is and what is expected of me. I understand assignments set by	98%
my superior.	
My superior provides specific feedback, assesses what I was successful/unsuccessful in	98%
and tells me what I should improve and how.	
My line manager devotes time to me and is available for me when I need.	98%





My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.	98%
I have the possibility of expressing my opinion. I know that it will be taken seriously.	98%
The company cares for its employees and their satisfaction.	98%
The company offers benefits and rewards for those who deserve them.	98%
Everybody has equal opportunities in the company. Employees are treated fairly.	97%
I always have all the information I need from colleagues and cooperating teams.	98%
I get fundamental and important information on time.	97%
The information I receive is clear and I understand it.	97%
I know who I can turn to if I need specific information.	97%
I work in an open and positive atmosphere.	97%
The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.	97%
There is good cooperation and mutual support between different departments and teams in the company.	97%
I have good friends among my colleagues.	97%
I have the conditions to do what I know best and to provide high quality performance.	97%
I have the appropriate equipment, aids and tools for my work.	97%
Working hours and their scheduling suit me.	97%
The company allows me to coordinate my work and personal life.	97%
My salary corresponds to my position, the quality and amount of work performed.	97%
My salary and the structure of bonuses motivates me to produce high quality work and a high quality performance.	97%
My salary is comparable to others on the market with a view to my qualifications and the sector.	96%
My salary allows me adequate security and satisfies my requirements.	96%
New employees are provided adequate support in terms of integration into the team.	97%
The offer of education is adequate and covers my requirements.	97%
I have the possibility of long-term professional growth and self-development.	97%
I can plan my career and professional direction within the company.	97%





Percentage return from actual survey participants.



# **OVERALL RESULT (NPS - NET PROMOTER SCORE)**

I WOULD RECOMMEND A FRIEND/COLLEAGUE TO APPLY FOR AN **OPEN POSITION WITH THE COMPANY.** 

Overall



% NPS = % PROMOTERS - % DETRACTORS



**BY CATEGORY** 



# SATISFACTION IN TOTAL





#### BY CATEGORY

	Until 1 year	1 - 5 years	6 - 1	10 years	
length of employment in the company	48%	47%		45%	
	Marketing	Business	Logistics	HR	
В0	46%	49%	47%	48%	
Business		Corporate			
B1		35%			
	Top mana	agement	Management		
Level of organization	50	%	46%		





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# **SATISFACTION** SATISFACTION WITH TOP MANAGEMENT



B1



#### **BY CATEGORY** Until 1 year 1 - 5 years 6 - 10 years length of employment in 46% 43% 42% the company Logistics Marketing Business 44% 47% 46% **B0** Business Corporate 34%

Top management Management 49% 42% Level of organization



	More than 10 years	Unclassified					
	47%						
	<b>-</b>	IT .					
HR	Finance	IT services					
40%	47%	43%					
	Retail						
	51%						
	Exe	Executive position					
		45%					
	Exe						

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### **SATISFACTION** SATISFACTION WITH TOP MANAGEMENT





# SATISFACTION SATISFACTION WITH YOUR SUPERIOR



4% Completely disagree







### SATISFACTION SATISFACTION WITH YOUR SUPERIOR





# **SATISFACTION** SATISFACTION WITH THE APPROACH TO EMPLOYEES





#### **BY CATEGORY** Until 1 year 1 - 5 years 6 - 10 years length of employment in 35% 33% 38% the company Marketing HR **Business** Logistics 35% 36% **B0** 34% 38% Business Corporate B1 19% Top management Management 39% 33% Level of organization





### **SATISFACTION** SATISFACTION WITH THE APPROACH TO EMPLOYEES









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# SATISFACTION SATISFACTION WITH COMMUNICATION



3% Completely disagree







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### **SATISFACTION** SATISFACTION WITH COMMUNICATION





# SATISFACTION SATISFACTION WITH THE ATMOSPHERE





BY CATEGORY						
	Until 1 year	1 - 5 years	;	6 - 10 years		
length of employment in the company	51%	51%	50		6	
	Marketing	Business	Logi	stics	HR	
В0	52%	52%	50	9%	50%	
Business B1		Corporate 42%				
	Top mana	ngement		Manage	ement	
Level of organization	529	%		50%	6	





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### **SATISFACTION** SATISFACTION WITH THE ATMOSPHERE





## **SATISFACTION** SATISFACTION WITH WORKING CONDITIONS





#### **BY CATEGORY** Until 1 year 1 - 5 years 6 - 10 years length of employment in 63% 61% 53% the company HR Marketing **Business** Logistics 61% 62% **B0** 56% 62% Business Corporate B1 43% Top management Management 67% 59% Level of organization







### **SATISFACTION** SATISFACTION WITH WORKING CONDITIONS





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### **SATISFACTION** SATISFACTION WITH YOUR REMUNERATION



**B0** 

B1



#### **BY CATEGORY** Until 1 year 1 - 5 years 6 - 10 years length of employment in 19% 22% 19% the company Marketing **Business** Logistics 19% 18% 20% Business Corporate 9% Top management Management 25% 20% Level of organization





re than 10 years	Unclassified				
21%					
	IT .				
Finance	IT services				
22%	24%				
Retail					
22%					
Executive position					
20%					
	Finance 22% Retail 22%				

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### **SATISFACTION** SATISFACTION WITH YOUR REMUNERATION





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Choose the 3 benefits you would most appreciate.



You can see for each item in the graph: the proportion of respondents who selected this answer



# SATISFACTION SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT





#### BY CATEGORY

	Until 1 year	1 - 5 years	1 - 5 years		6 - 10 years More		e than 10 years	Unclassified		
length of employment in the company	46%	44%	44%		47%		46%			
	Marketing	Business	Logistics		HR		Finance	IT services		
В0	46%	50%	44%		46%		42%	45%		
Business		Corporate					Retail			
B1		43%					53%			
	Top manage	ment	Management				Executive position			
Level of organization	47%		45%				46%			



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### SATISFACTION SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT





# **IDENTIFICATION**

Note. Identification represents employees' sense of belonging and their attitude towards the company, i.e. to what extent they feel to be its integral part. Employees with low rate of identification are in danger of a higher fluctuation.





#### **BY CATEGORY**

	Until 1 year	1 - 5 years		6 - 10 years		More than 10 years		Unclassified
length of employment in the company	60%	60%		58%		64%		
	Marketing	Business	Logistics		HR		Finance	IT services
в0	62%	61%	62%		60%		61%	57%
Business		Corporate					Retail	
B1		32%						
	Top manager	nent	Management			Exec	cutive position	
Level of organization	63%		61%			61%		





#### LOW IDENTIFICATION

I feel like I am part of the company	7%	27%
When I talk about the company and its services and products, I express myself in a positive and approving manner.	8%	31%
I am proud of the work we do.	7%	25%
I did not consider leaving the company over the last year.	34%	
I would recommend a friend/colleague to apply for an open position with the Company.	10%	23%
I would stay with the company even if I received a comparable offer from another company.	13%	28%



HIGH IDENTIFICATION



# **IDENTIFICATION VS OTHER OBSERVED AREAS**

STRONGEST IMPACT ON IDENTIFICATION

The company cares for its employees and their satisfaction.

I can plan my career and professional direction within the company.

I have the conditions to do what I know best and to provide high quality performance.

perceive members of top management as true leaders with a clear vision.

I have the possibility of expressing my opinion. I know that it will be taken seriously.

The information I receive is clear and I understand it.

Working hours and their scheduling suit me.

The offer of education is adequate and covers my requirements.

Members of top management act consistently and their decisions are consistent.

My salary and the structure of bonuses motivates me to produce high quality work and a high qual



ity performance.	
# IDENTIFICATION VS OTHER OBSERVED AREAS

The graph shows the correlation of statements with identification. The influence is divided into the following levels for clarity: negative insignificant significant c

### THE POWER OF INFLUENCE ON IDENTIFICATION

									negativ	'e	insigr	nifican	t		sign
orovid	les timel	y and eff	ective in	formati			oany str y inform	• •							0.17
inagei	ment se	em trans	parent a		tworthy orrespon							0	.03		
mem	nbers of	op mana	igement	as true	e leaders	s with a	a clear v	ision.							
o man	nagemen	t act con	sistently	and th	eir decis	sions a	re consi	stent.							0.19
t is ar	nd what	is expect	ed of me	e. I und	erstand	assign	nments s my sup	•							0.18
specifi	ic feedba	ack, asse an			s success t I should									0.12	
mana	ger devo	tes time	to me ai	nd is av	/ailable f	for me	when I	need.						0.	15
ports	my deve	lopment	. He/she	involve			ies, thar n new tł							0.1	4
ty of e	expressir	ng my op	inion. l k	now th	nat it will	l be tal	ken serio	ously.							
	The con	ipany ca	res for it	s empl	oyees an	nd thei	r satisfa	ction.							
ompai	ny offers	benefits	and rev	vards f	or those	who d	deserve	hem.							0.19
equal	opportu	nities in	the com	pany. E	mployee	es are †	treated	fairly.							0.17





0.1	I always have all the information I need from colleagues and cooperating teams.
0.17	I get fundamental and important information on time.
0.2	The information I receive is clear and I understand it.
0.16	I know who I can turn to if I need specific information.
0.17	I work in an open and positive atmosphere.
0.09	The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.
0.08	There is good cooperation and mutual support between different departments and teams in the company.
0.03	I have good friends among my colleagues.
	I have the conditions to do what I know best and to provide high quality performance.
0.17	I have the appropriate equipment, aids and tools for my work.
0.2	Working hours and their scheduling suit me.
0.17	The company allows me to coordinate my work and personal life.
0.16	My salary corresponds to my position, the quality and amount of work performed.
0.19	My salary and the structure of bonuses motivates me to produce high quality work and a high quality performance.
0.14	My salary is comparable to others on the market with a view to my qualifications and the sector.
0.14	My salary allows me adequate security and satisfies my requirements.
0.04	New employees are provided adequate support in terms of integration into the team.
0.3	The offer of education is adequate and covers my requirements.
0.16	I have the possibility of long-term professional growth and self-development.
	I can plan my career and professional direction within the company.
the second se	





### COMMITMENT

Note. Commitment represents a will and an inner motivation of employees to deliver excellent performance and achieve results even in their supervisor's absence and without his/her active incentive.





### **BY CATEGORY**

	Until 1 year	1 - 5 years		6 - 10	years	More than 10 years		Unclassified	
length of employment in the company	63%	60%	609		)%		65%		
	Marketing	Business	Lo	ogistics	HR		Finance	IT services	
В0	55%	62%	64%		64%		62%	62%	
Business			Retail						
B1			66%						
	Top manage	Management				Executive position			
Level of organization	64%		60%			63%			





#### LOW COMMITMENT





#### HIGH COMMITMENT

# COMMITMENT VS OTHER OBSERVED AREAS

#### STRONGEST IMPACT ON COMMITMENT

I have the conditions to do what I know best and to provide high quality performance.

I have the possibility of expressing my opinion. I know that it will be taken seriously.

I can plan my career and professional direction within the company.

The offer of education is adequate and covers my requirements.

I know what my remit is and what is expected of me. I understand assignments set by my superior.

My line manager supports my development. He/she involves me in activities, thanks to which I lear

Working hours and their scheduling suit me.

The information I receive is clear and I understand it.

My line manager devotes time to me and is available for me when I need.

I know who I can turn to if I need specific information.



n new things.	
S S	

# COMMITMENT VS OTHER OBSERVED AREAS

The graph shows the correlation of statements with commitment. The influence is divided into the following levels for clarity: negative insignificant significant c

#### THE POWER OF INFLUENCE ON COMMITMENT

	negative	insignificant	signi
Top management provides timely and effective information about company strategy and key information.			0.11
Members of top management seem transparent and trustworthy to me, their actions correspond to what they say.		0.05	
I perceive members of top management as true leaders with a clear vision.			0.13
Members of top management act consistently and their decisions are consistent.			0.14
I know what my remit is and what is expected of me. I understand assignments set by my superior.			0.18
My superior provides specific feedback, assesses what I was successful/unsuccessful in and tells me what I should improve and how.			0.13
My line manager devotes time to me and is available for me when I need.			0.16
My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.			0.17
I have the possibility of expressing my opinion. I know that it will be taken seriously.			0.2
The company cares for its employees and their satisfaction.			0.14
The company offers benefits and rewards for those who deserve them.		0.08	3
Everybody has equal opportunities in the company. Employees are treated fairly.		0.03	3





have all the information I need from colleagues and cooperating teams.	0.08
I get fundamental and important information on time.	0.14
The information I receive is clear and I understand it.	0.17
l know who l can turn to if l need specific information.	0.14
l work in an open and positive atmosphere.	0.12
ues I work with create an effective team. They do their utmost to ensure they perform good work.	0.07
ood cooperation and mutual support between different departments and teams in the company.	0.05
I have good friends among my colleagues.	0.07
nditions to do what I know best and to provide high quality performance.	
I have the appropriate equipment, aids and tools for my work.	0.11
Working hours and their scheduling suit me.	0.17
The company allows me to coordinate my work and personal life.	0.08
corresponds to my position, the quality and amount of work performed.	0.05
the structure of bonuses motivates me to produce high quality work and a high quality performance.	0.07
comparable to others on the market with a view to my qualifications and the sector.	0.03
My salary allows me adequate security and satisfies my requirements.	0.04
ees are provided adequate support in terms of integration into the team.	0.03
The offer of education is adequate and covers my requirements.	0.2
the possibility of long-term professional growth and self-development.	0.11





# **COMMITMENT VS IDENTIFICATION**



COMMITMENT



Note. Charts show distribution of employees by overall degree of commitment and identification. The level of commitment and identification then defines individual categories, which are named after the prevalent attitude in given group. The manner of depiction bases on the presumption that high degree of both commitment and identification are desirable, while low degrees of both areas are not. The left chart shows individual respondents. The right chart reflects the percentual representation of respondents in individual categories.



### **SATISFACTION** BY OVERALL SATISFACTION RATE







I always have all the information I need from colleagues and cooperating teams.

My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.

The information I receive is clear and I understand it.

My superior provides specific feedback, assesses what I was successful/unsuccessful in and tells me what I should improve and how.

Top management provides timely and effective information about company strategy and key information.

I work in an open and positive atmosphere.

The company allows me to coordinate my work and personal life.

I can plan my career and professional direction within the company.

I get fundamental and important information on time.

I perceive members of top management as true leaders with a clear vision.

New employees are provided adequate support in terms of integration into the team.

The company cares for its employees and their satisfaction.

I have the possibility of long-term professional growth and self-development.

The company offers benefits and rewards for those who deserve them.

Members of top management act consistently and their decisions are consistent.





My salary is comparable to others on the market with a view to my qualifications and the sector.

Everybody has equal opportunities in the company. Employees are treated fairly.

My salary allows me adequate security and satisfies my requirements.

My salary and the structure of bonuses motivates me to produce high quality work and a high quality performance.

There is good cooperation and mutual support between different departments and teams in the company.

My salary corresponds to my position, the quality and amount of work performed.



### **SATISFACTION** BY OVERALL DISSATISFACTION RATE

#### **OVERALL DISSATISFACTION**



My salary and the structure of bonuses motivates me to produce high quality work and a high quality performance.

My salary corresponds to my position, the quality and amount of work performed.

My salary allows me adequate security and satisfies my requirements.

Everybody has equal opportunities in the company. Employees are treated fairly.

My salary is comparable to others on the market with a view to my qualifications and the sector.

There is good cooperation and mutual support between different departments and teams in the company.

The company offers benefits and rewards for those who deserve them.

New employees are provided adequate support in terms of integration into the team.

I have the possibility of long-term professional growth and self-development.

The company cares for its employees and their satisfaction.

I get fundamental and important information on time.

The company allows me to coordinate my work and personal life.







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I perceive members of top management as true leaders with a clear vision.

I always have all the information I need from colleagues and cooperating teams.

My line manager devotes time to me and is available for me when I need.

I have the appropriate equipment, aids and tools for my work.

I have the possibility of expressing my opinion. I know that it will be taken seriously.

Working hours and their scheduling suit me.

I have good friends among my colleagues.

The offer of education is adequate and covers my requirements.





I have the conditions to do what I know best and to provide high quality performance.

Members of top management seem transparent and trustworthy to me, their actions correspond to what they say.

The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.

I know who I can turn to if I need specific information.

I know what my remit is and what is expected of me. I understand assignments set by my superior.



# SATISFACTION BY IMPORTANCE

#### **OVERALL DISSATISFACTION**



My salary corresponds to my position, the quality and amount of work performed.

The company allows me to coordinate my work and personal life.

My salary and the structure of bonuses motivates me to produce high quality work and a high quality performance.

I know what my remit is and what is expected of me. I understand assignments set by my superior.

My salary allows me adequate security and satisfies my requirements.

The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.

I work in an open and positive atmosphere.

I always have all the information I need from colleagues and cooperating teams.

My salary is comparable to others on the market with a view to my qualifications and the sector.

The company cares for its employees and their satisfaction.

Working hours and their scheduling suit me.







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I have the possibility of expressing my opinion. I know that it will be taken seriously.

I perceive members of top management as true leaders with a clear vision.

Top management provides timely and effective information about company strategy and key information.

There is good cooperation and mutual support between different departments and teams in the company.

I have the possibility of long-term professional growth and self-development.

Members of top management act consistently and their decisions are consistent.

I have good friends among my colleagues.



# **COMMITMENT, IDENTIFICATION** BY OVERALL SATISFACTION RATE

#### **OVERALL DISSATISFACTION**





## **COMMITMENT, IDENTIFICATION** BY OVERALL DISSATISFACTION RATE





# AI ANALYSIS OF FREE COMMENTS

Al analysed comments from respondents a total of 10 times to ensure the accuracy of the results. It ranked the themes it identified in at least 8 of the 10 analyses by frequency and assessed their intensity, i.e. how often and strongly they were mentioned.

The following values are displayed for each topic:



The occurrence value indicates how often the topic was mentioned in the comments, in relation to the total number of analyzed comments. Intensity indicates how prominently the topic was mentioned and how emotionally charged the respondents' wording was. The color indicates the positive/negative sentiment of the topic.

#### QUESTIONS AT THE END OF THE QUESTIONNAIRE: WHAT I LIKE IN THE COMPANY, WHAT I AM SATISFIED WITH.



Number of comments processed: 248. Number of comments without an identified topic (e.g. I don't know, etc.): 10



	OCCURRENCE
ion	6.9%
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#### QUESTIONS AT THE END OF THE QUESTIONNAIRE: WHAT WOULD INCREASE MY SATISFACTION IN THE COMPANY.



Number of comments processed: 214. Number of comments without an identified topic (e.g. I don't know, etc.): 27



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