

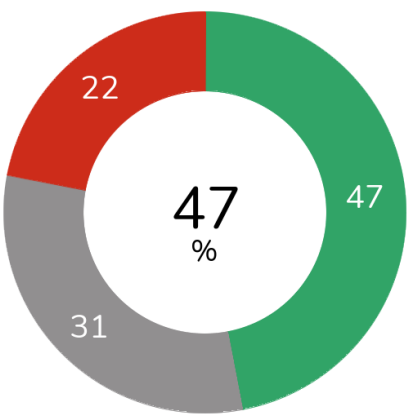
## EMPLOYEE SURVEY - SAMPLE QUESTIONNAIRE

Output Report - standard

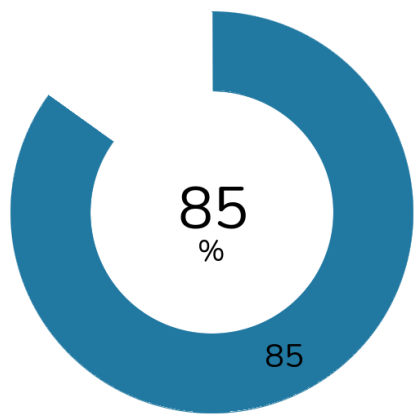


# SUMMARY

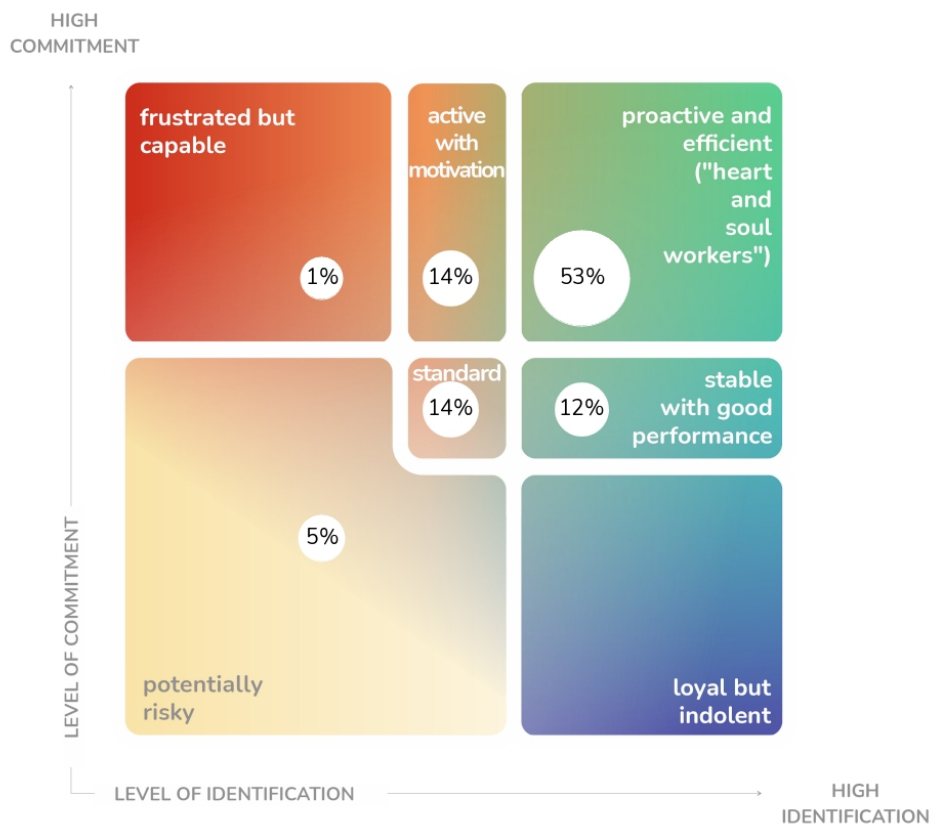
SATISFACTION



RETURN RATE



1022 respondents



## STRONGEST IMPACT ON IDENTIFICATION

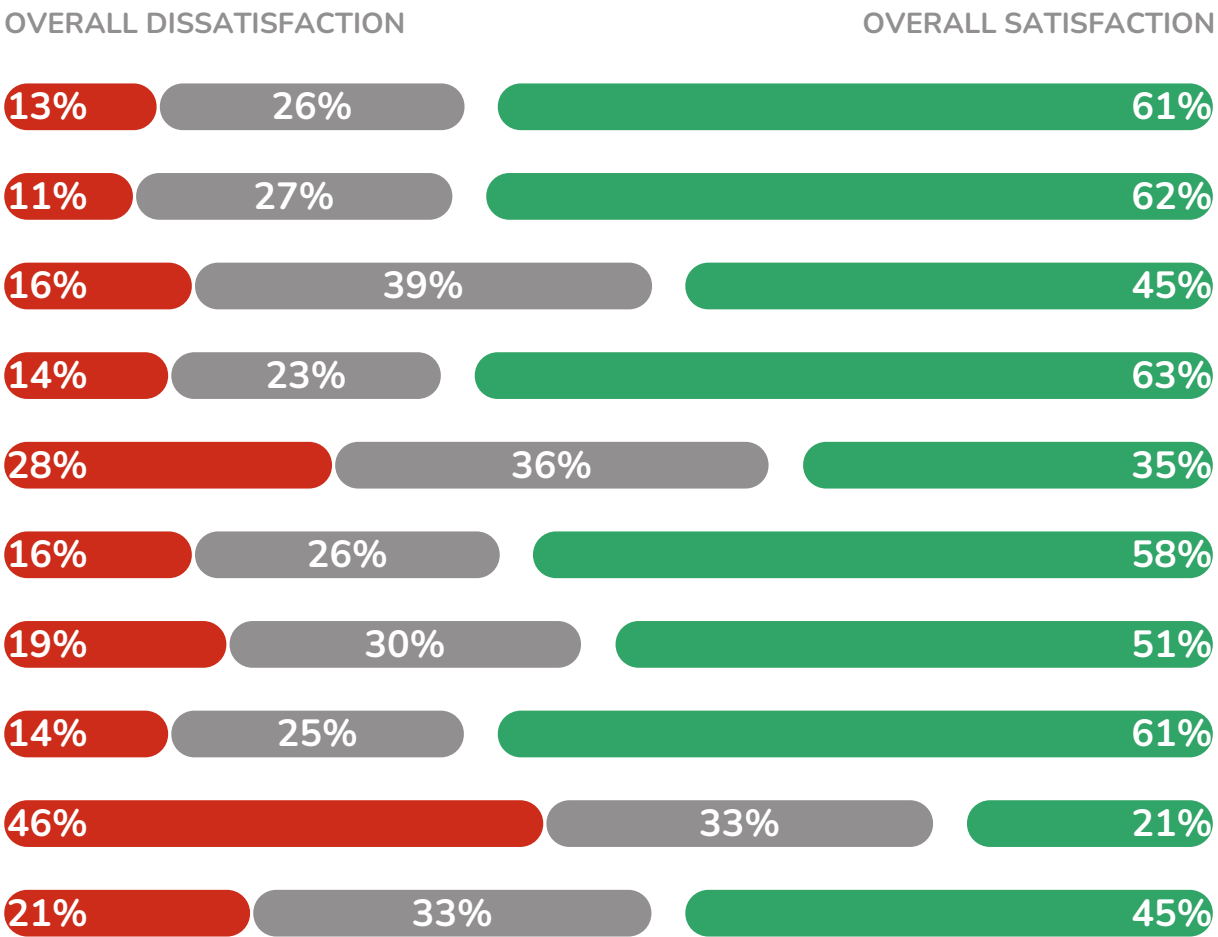
- The company cares for its employees and their satisfaction.
- I can plan my career and professional direction within the company.
- I have the conditions to do what I know best and to provide high quality performance.

## STRONGEST IMPACT ON COMMITMENT

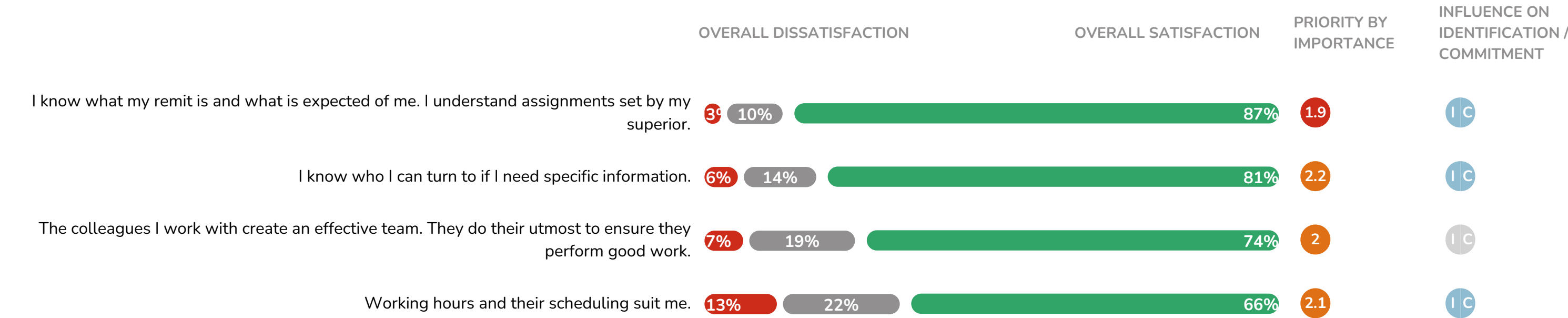
- I have the conditions to do what I know best and to provide high quality performance.
- I have the possibility of expressing my opinion. I know that it will be taken seriously.
- I can plan my career and professional direction within the company.

RESULTS FOR INDIVIDUAL CATEGORIES

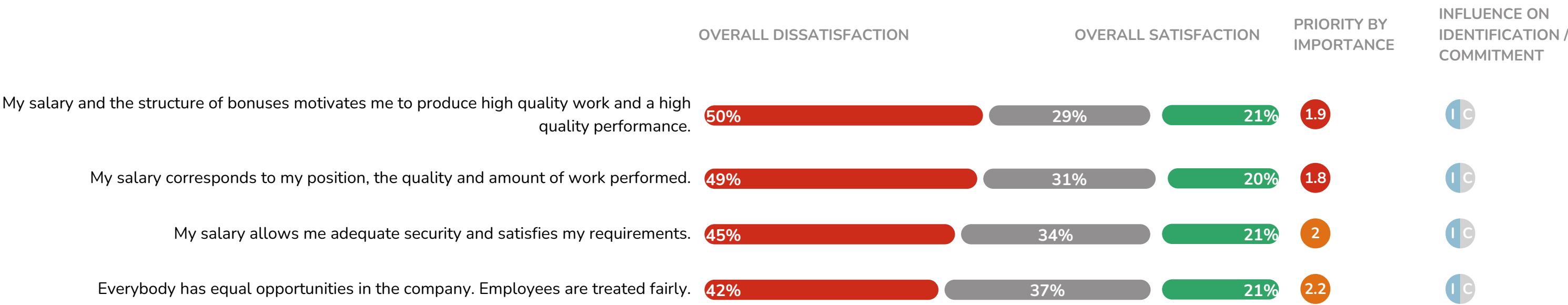
- IDENTIFICATION
- COMMITMENT
- SATISFACTION WITH TOP MANAGEMENT
- SATISFACTION WITH YOUR SUPERIOR
- SATISFACTION WITH THE APPROACH TO EMPLOYEES
- SATISFACTION WITH COMMUNICATION
- SATISFACTION WITH THE ATMOSPHERE
- SATISFACTION WITH WORKING CONDITIONS
- SATISFACTION WITH YOUR REMUNERATION
- SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT



SUMMARY TOP QUESTIONS

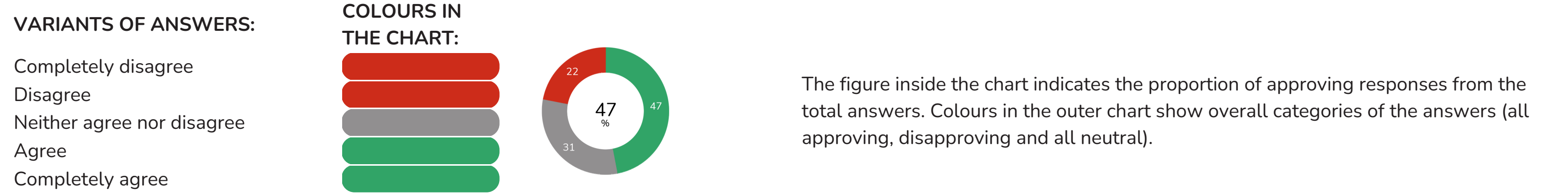


BOTTOM QUESTIONS

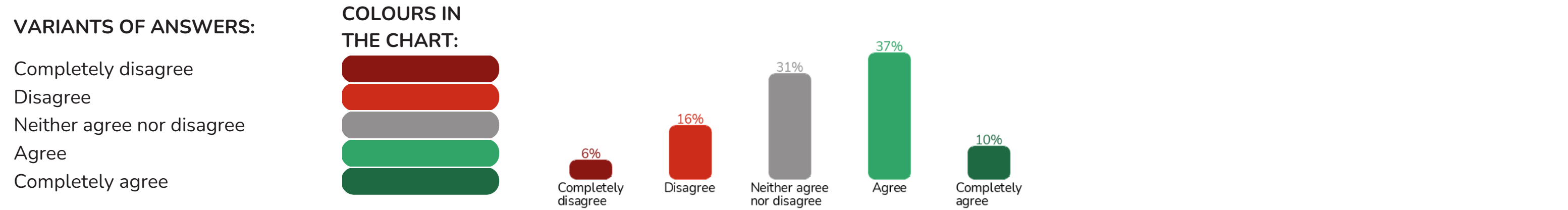


EXPLANATORY NOTES

TOTAL OVERALL RESULTS FOR ALL RESPONDENTS:



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

COLOURS IN THE CHART:



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. I C  
The 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:

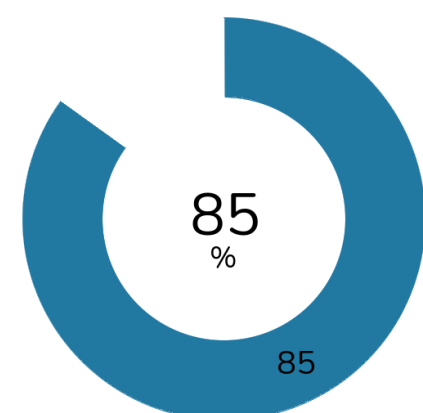


# SURVEY PARTICIPATION RETURN RATE AND PARTICIPANT REPRESENTATION

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

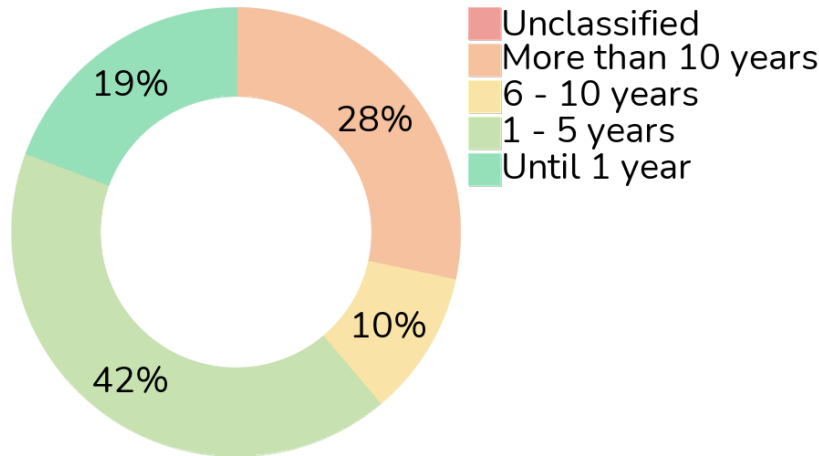


1022 respondents

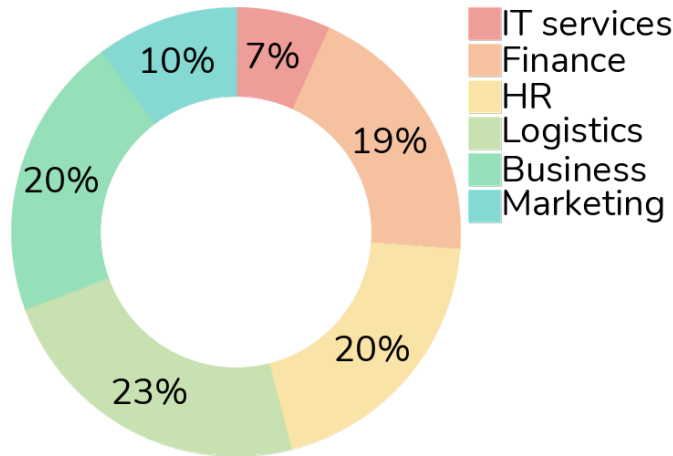


REPRESENTATION BY CATEGORY

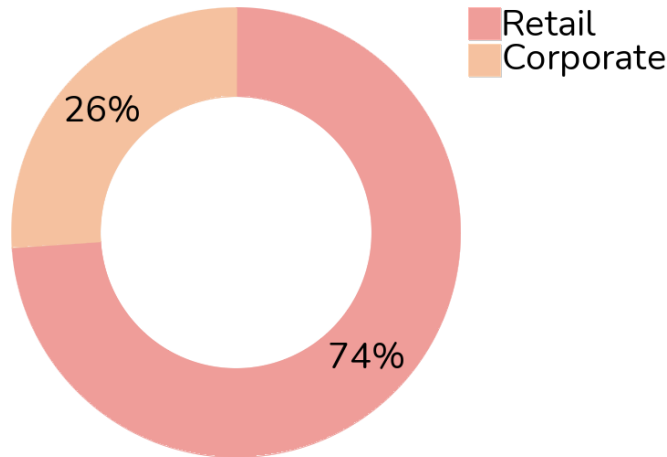
length of employment in the company



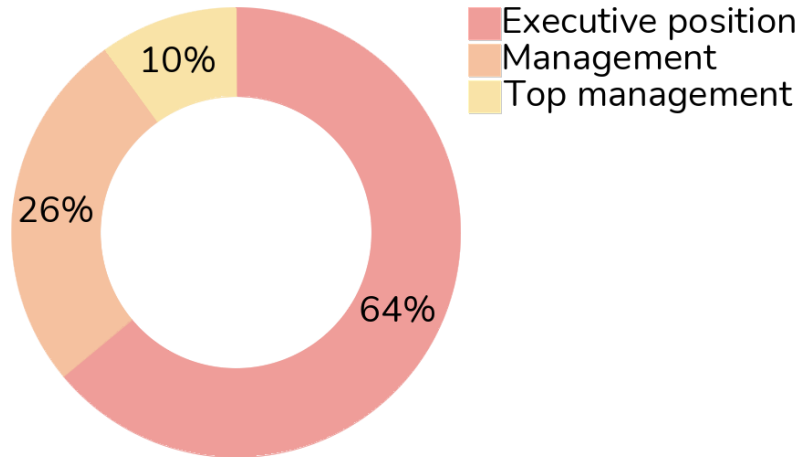
B0



B1



Level of organization



# SURVEY PARTICIPATION

## RETURN RATE AND PARTICIPANT REPRESENTATION

BY CATEGORY

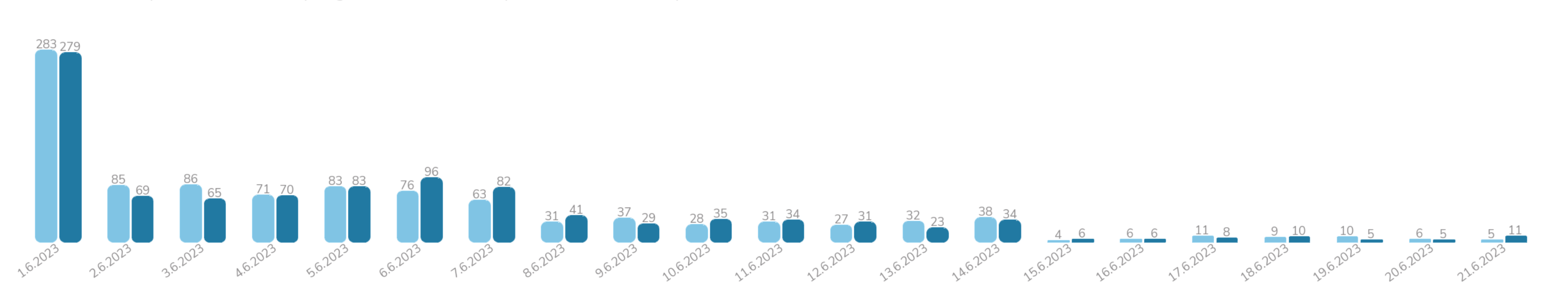
		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	
length of employment in the company		85% (197)	85% (427)	88% (107)	84% (290)	
B0	Marketing	88% (104)	85% (208)	83% (239)	85% (202)	84% (198)
	Business					86% (70)
B1	Corporate			Retail		
	98% (54)			100% (153)		
		Top management	Management	Executive position		
Level of organization		84% (101)	86% (267)	84% (653)		

# SURVEY PARTICIPATION COMPLETION OVERVIEW OVER TIME

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

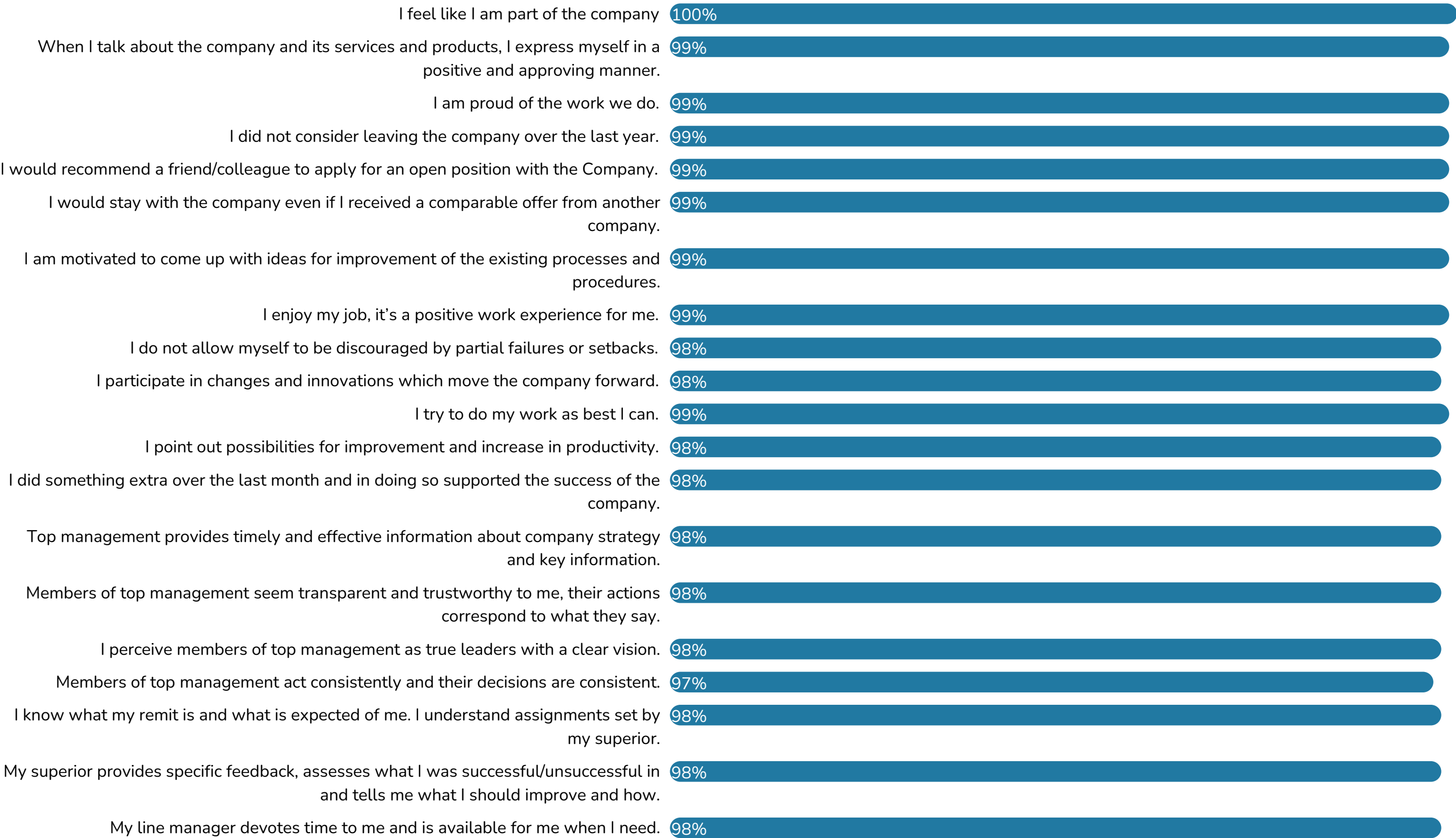
## SELECTION

■ Number of questionnaires in progress ■ Number of questionnaires completed



# SURVEY PARTICIPATION

## RETURN RATE OF INDIVIDUAL QUESTIONS



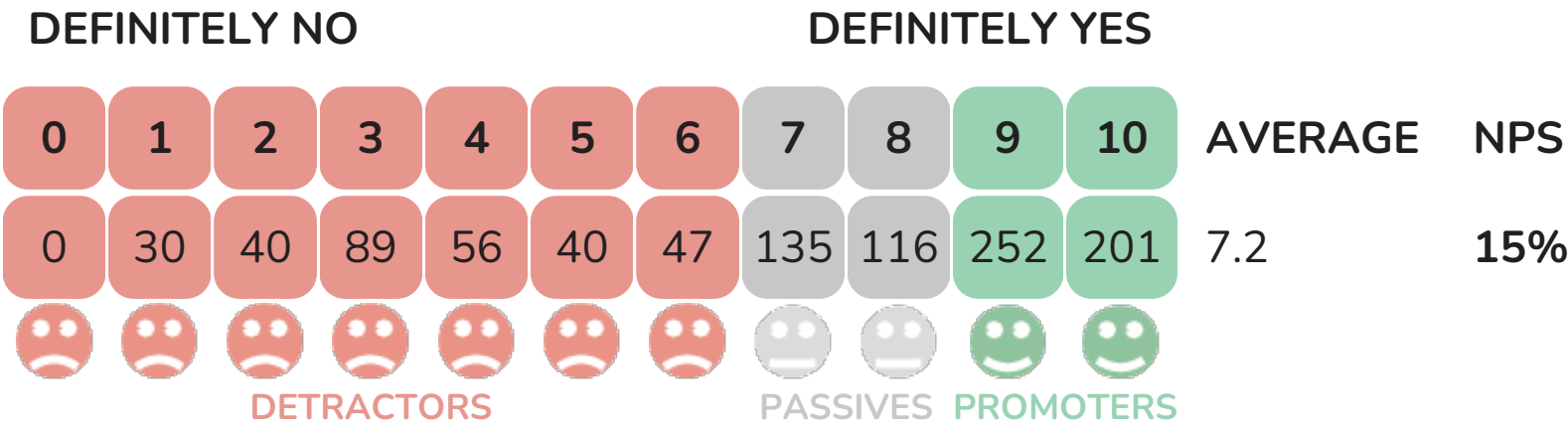


Percentage return from actual survey participants.

# OVERALL RESULT (NPS - NET PROMOTER SCORE)

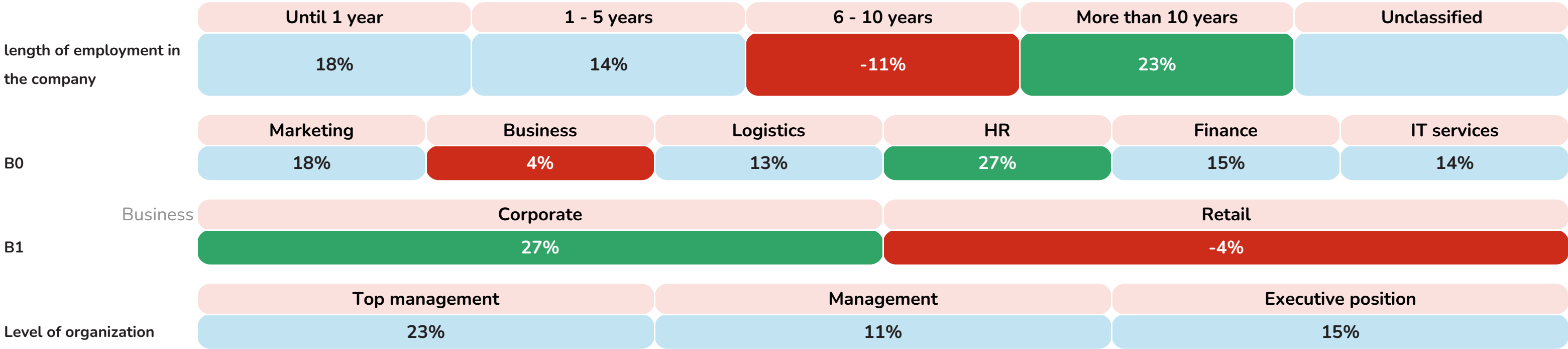
I WOULD RECOMMEND A FRIEND/COLLEAGUE TO APPLY FOR AN OPEN POSITION WITH THE COMPANY.

Overall



% NPS = % PROMOTERS - % DETRACTORS

## BY CATEGORY



SATISFACTION IN TOTAL



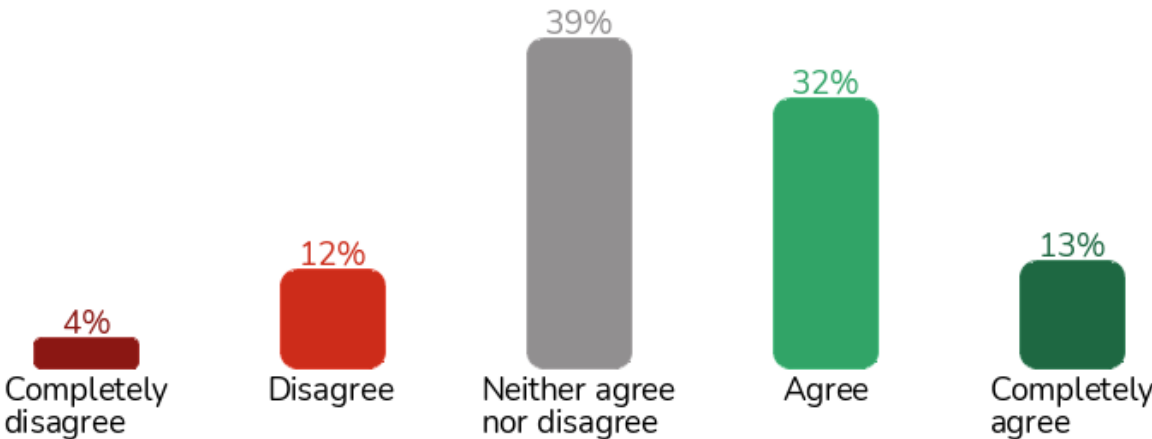
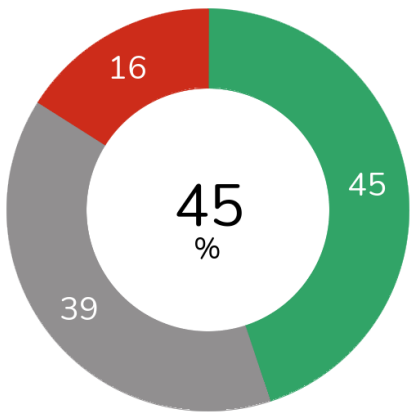
BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified
length of employment in the company	48%	47%	45%	49%	
B0	Marketing	Business	Logistics	HR	Finance
	46%	49%	47%	48%	48%
B1	Corporate			Retail	
	35%			53%	
Level of organization	Top management		Management		Executive position
	50%		46%		48%



# SATISFACTION

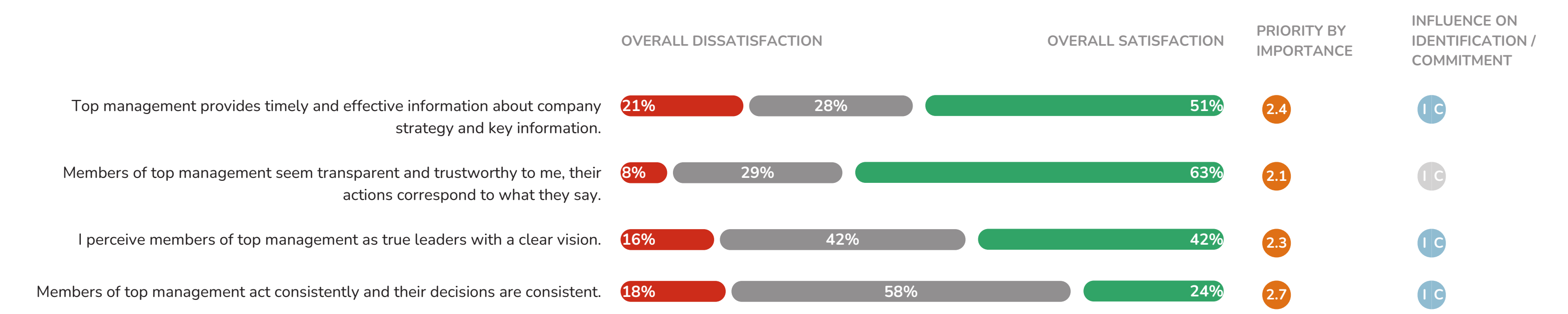
## SATISFACTION WITH TOP MANAGEMENT



### BY CATEGORY

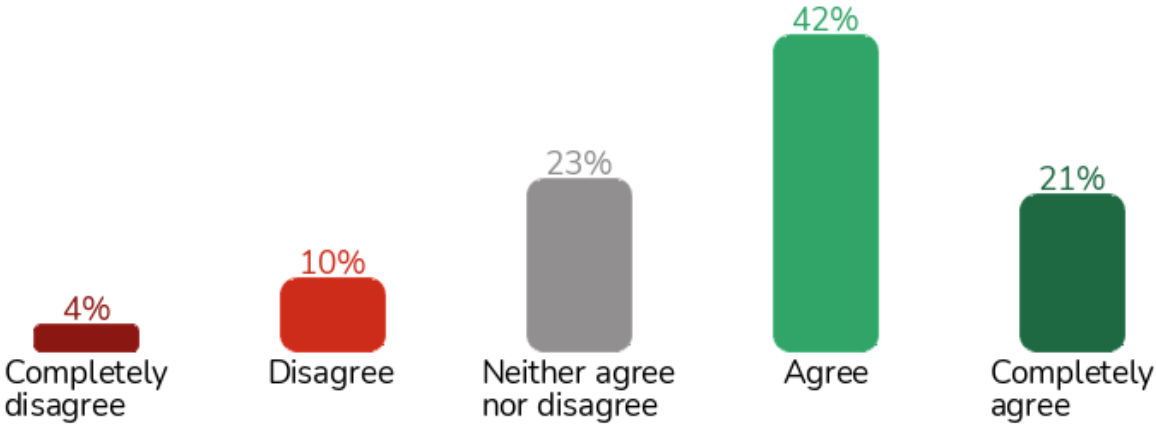
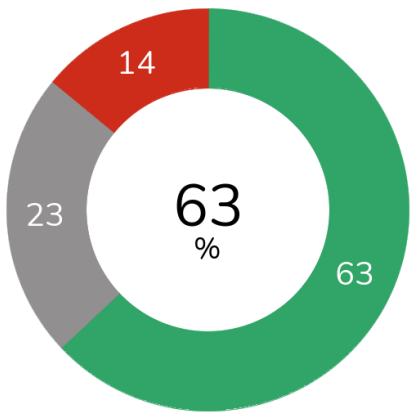
		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified	
length of employment in the company		46%	43%	42%	47%		
B0		Marketing	Business	Logistics	HR	Finance	IT services
		44%	47%	46%	40%	47%	43%
B1	Business	Corporate			Retail		
		34%			51%		
Level of organization		Top management		Management		Executive position	
		49%		42%		45%	

SATISFACTION SATISFACTION WITH TOP MANAGEMENT



# SATISFACTION

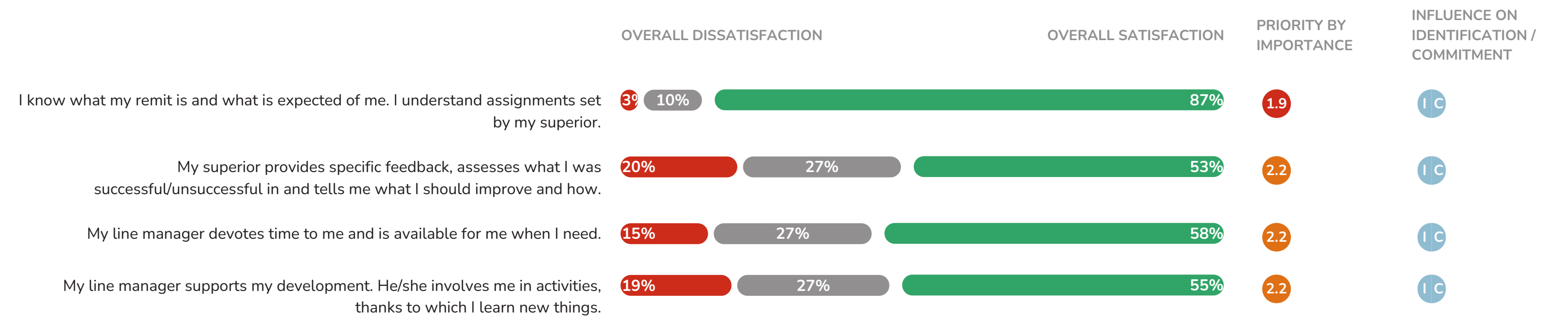
## SATISFACTION WITH YOUR SUPERIOR



### BY CATEGORY

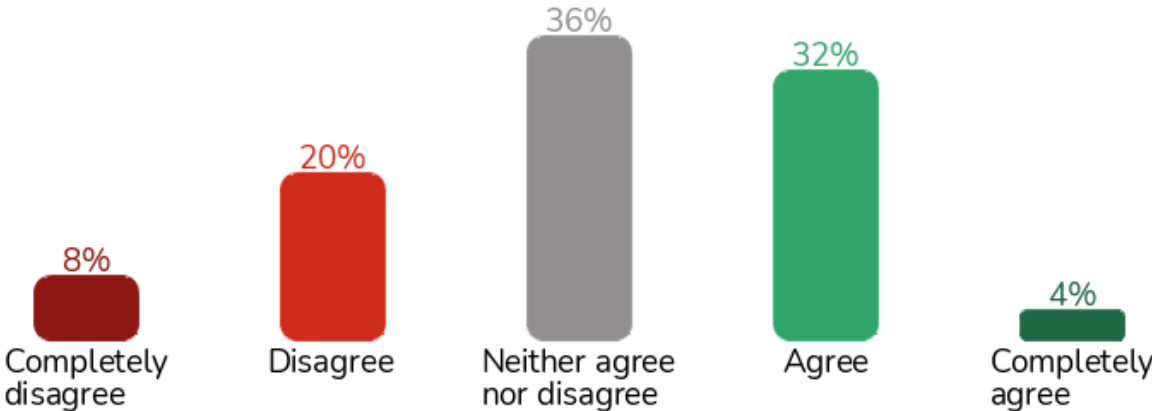
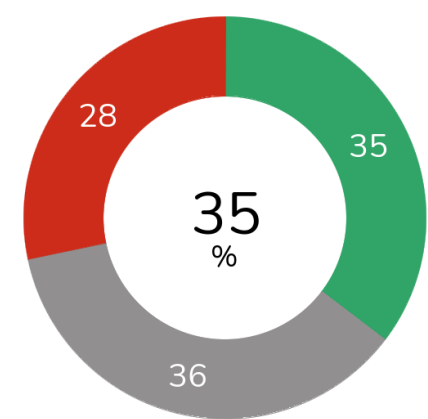
		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified	
length of employment in the company		64%	64%	56%	64%		
B0		Marketing	Business	Logistics	HR	Finance	IT services
		64%	62%	61%	65%	64%	65%
B1	Business	Corporate			Retail		
		44%			68%		
Level of organization		Top management	Management		Executive position		
		61%	61%		64%		

SATISFACTION SATISFACTION WITH YOUR SUPERIOR



# SATISFACTION

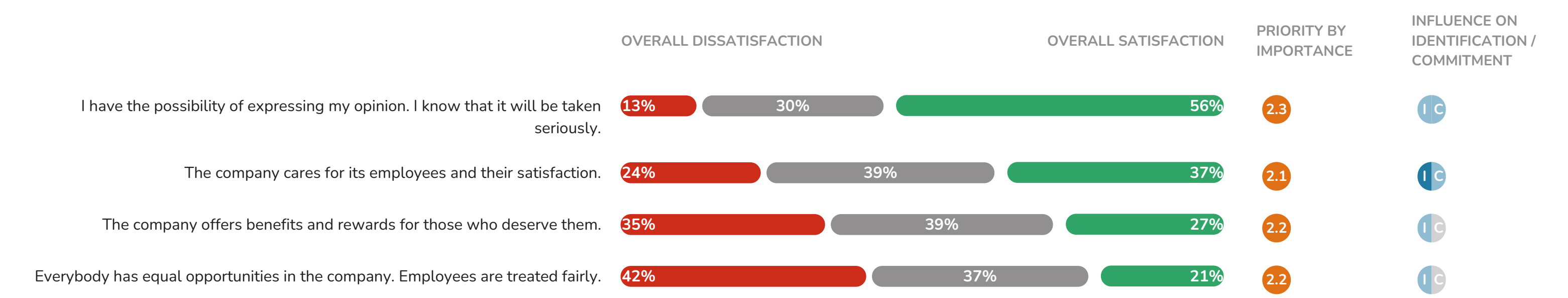
## SATISFACTION WITH THE APPROACH TO EMPLOYEES



### BY CATEGORY

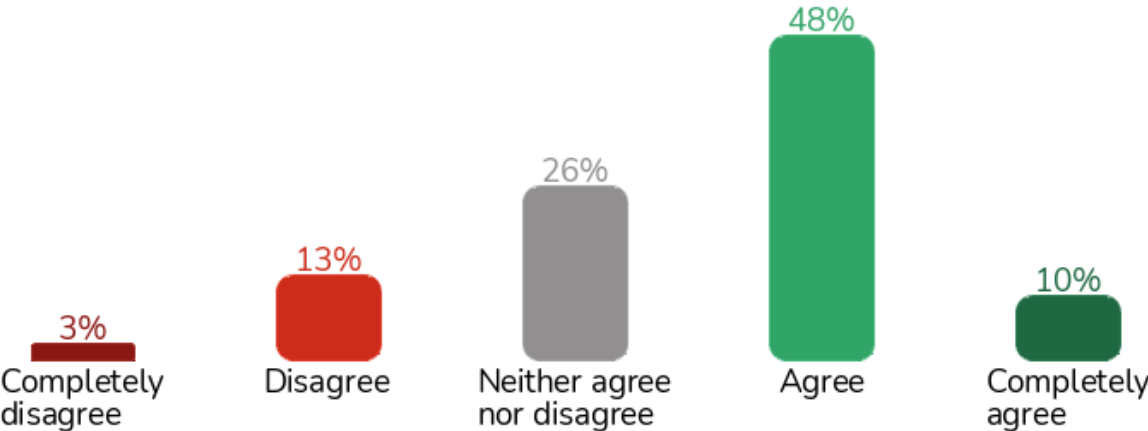
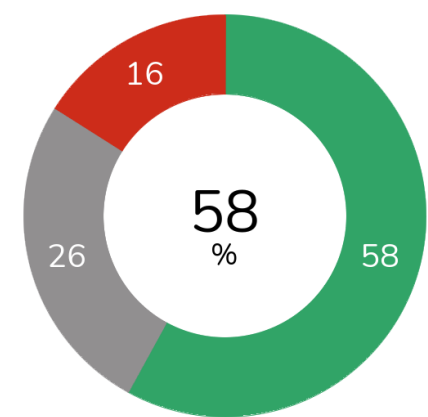
		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified	
length of employment in the company		35%	33%	38%	38%		
B0		Marketing	Business	Logistics	HR	Finance	IT services
		34%	38%	35%	36%	34%	32%
B1	Business	Corporate			Retail		
		19%			44%		
Level of organization		Top management	Management		Executive position		
		39%	33%		36%		

SATISFACTION SATISFACTION WITH THE APPROACH TO EMPLOYEES



# SATISFACTION

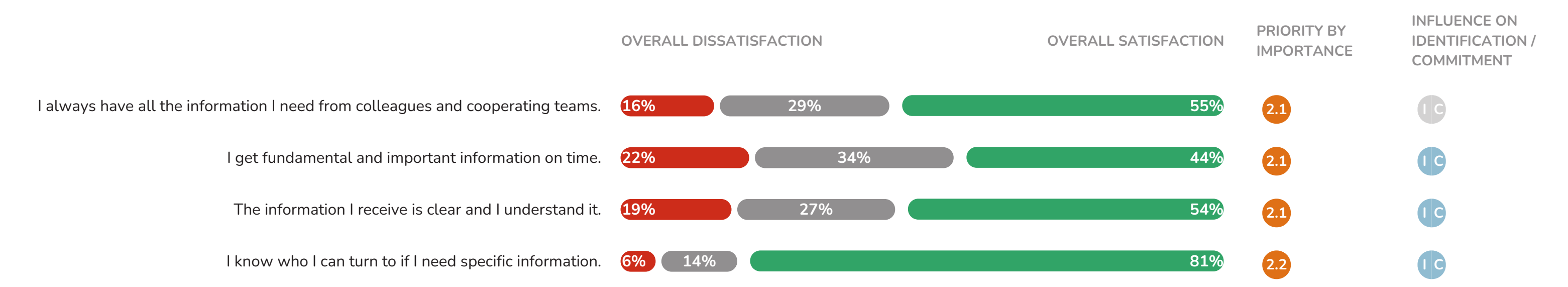
## SATISFACTION WITH COMMUNICATION



### BY CATEGORY

		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified	
length of employment in the company		58%	58%	53%	61%		
B0		Marketing	Business	Logistics	HR	Finance	IT services
		56%	60%	57%	60%	60%	54%
B1	Business	Corporate			Retail		
		44%			65%		
Level of organization		Top management	Management		Executive position		
		60%	58%		58%		

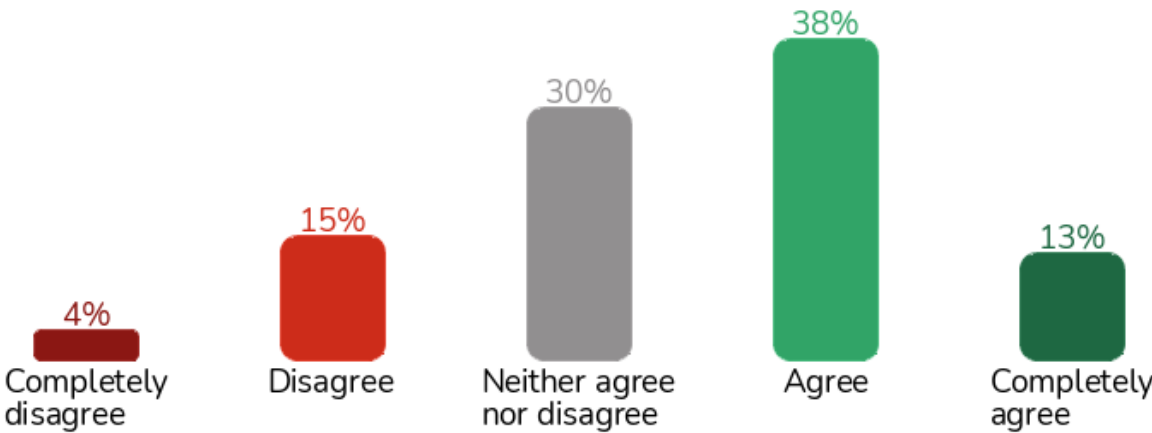
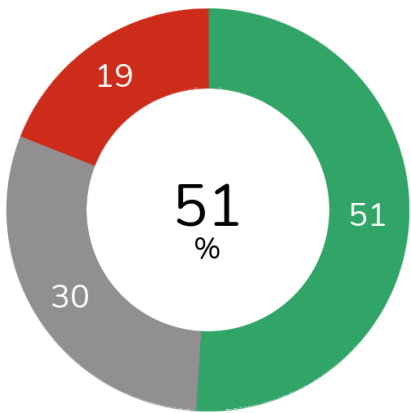
SATISFACTION SATISFACTION WITH COMMUNICATION





# SATISFACTION

## SATISFACTION WITH THE ATMOSPHERE

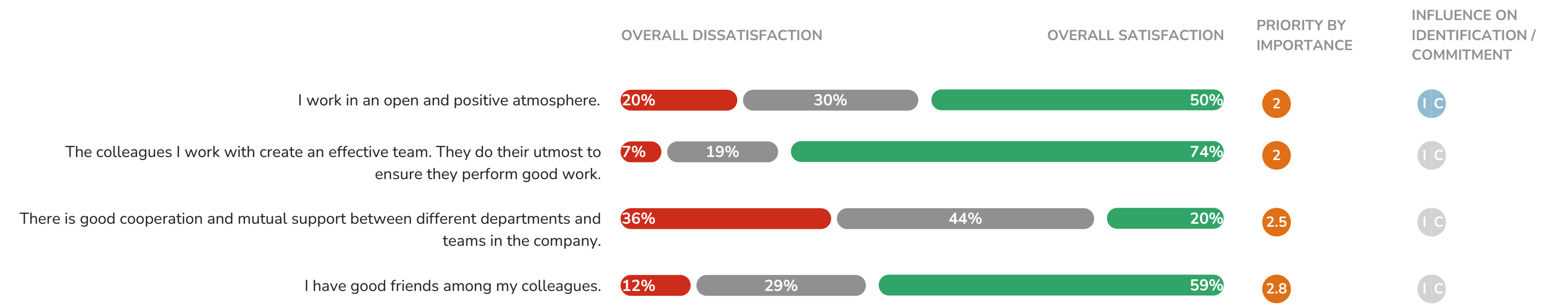


### BY CATEGORY

		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified	
length of employment in the company		51%	51%	50%	50%		
B0		Marketing	Business	Logistics	HR	Finance	IT services
		52%	52%	50%	50%	50%	51%
B1	Business	Corporate			Retail		
		42%			55%		
Level of organization		Top management		Management		Executive position	
		52%		50%		50%	

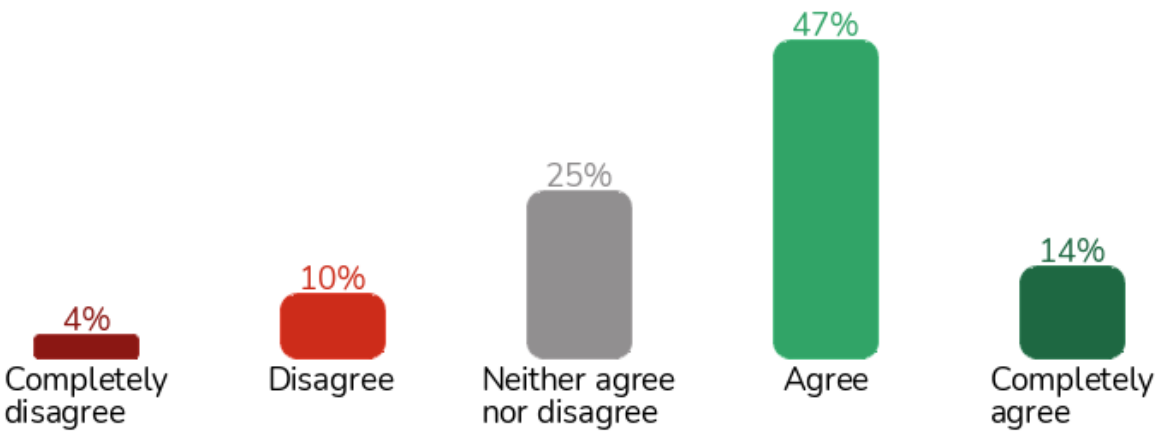
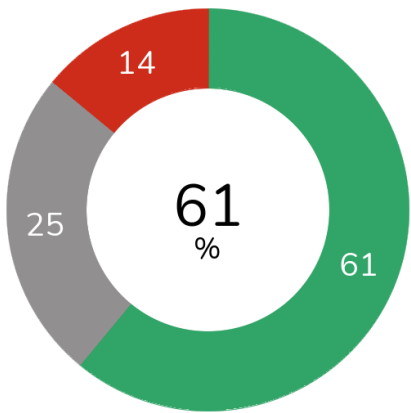
# SATISFACTION

## SATISFACTION WITH THE ATMOSPHERE



# SATISFACTION

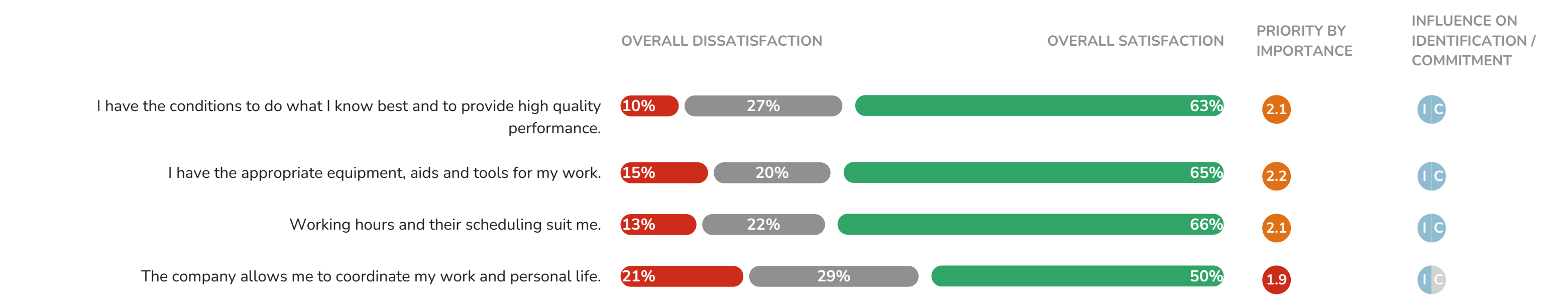
## SATISFACTION WITH WORKING CONDITIONS



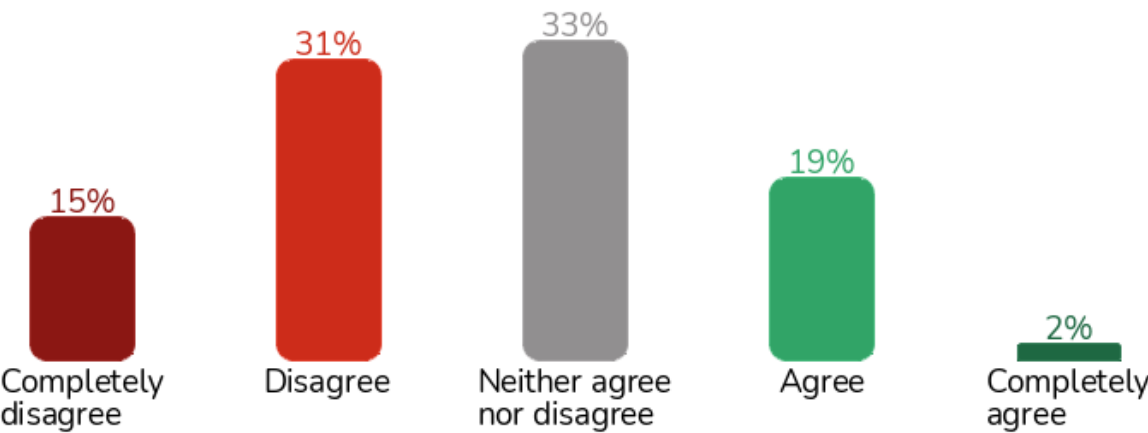
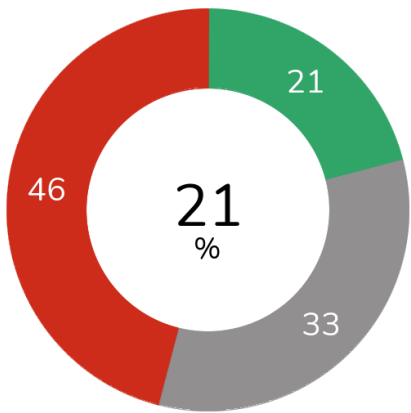
### BY CATEGORY

		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified	
length of employment in the company		63%	61%	53%	62%		
B0		Marketing	Business	Logistics	HR	Finance	IT services
		56%	62%	61%	62%	62%	56%
B1	Business	Corporate			Retail		
		43%			69%		
Level of organization		Top management		Management		Executive position	
		67%		59%		61%	

SATISFACTION SATISFACTION WITH WORKING CONDITIONS



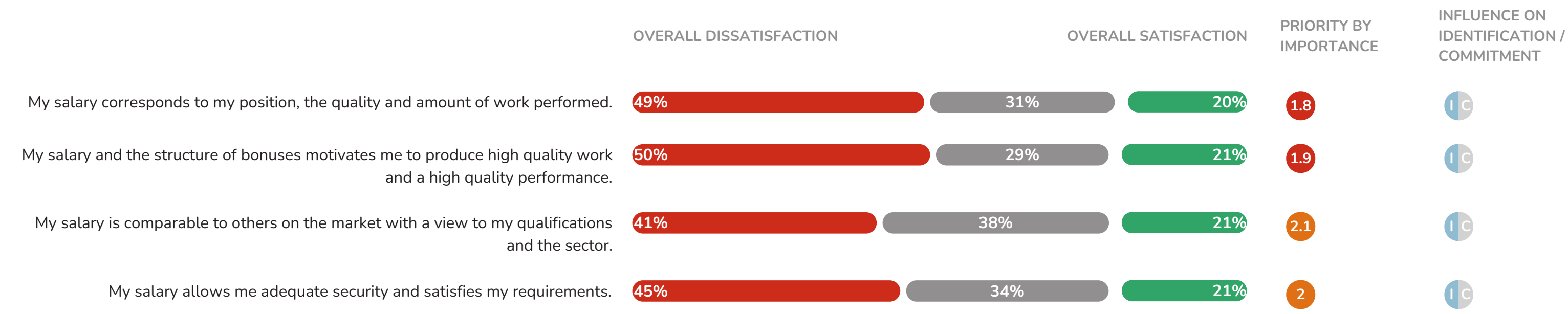
SATISFACTION SATISFACTION WITH YOUR REMUNERATION



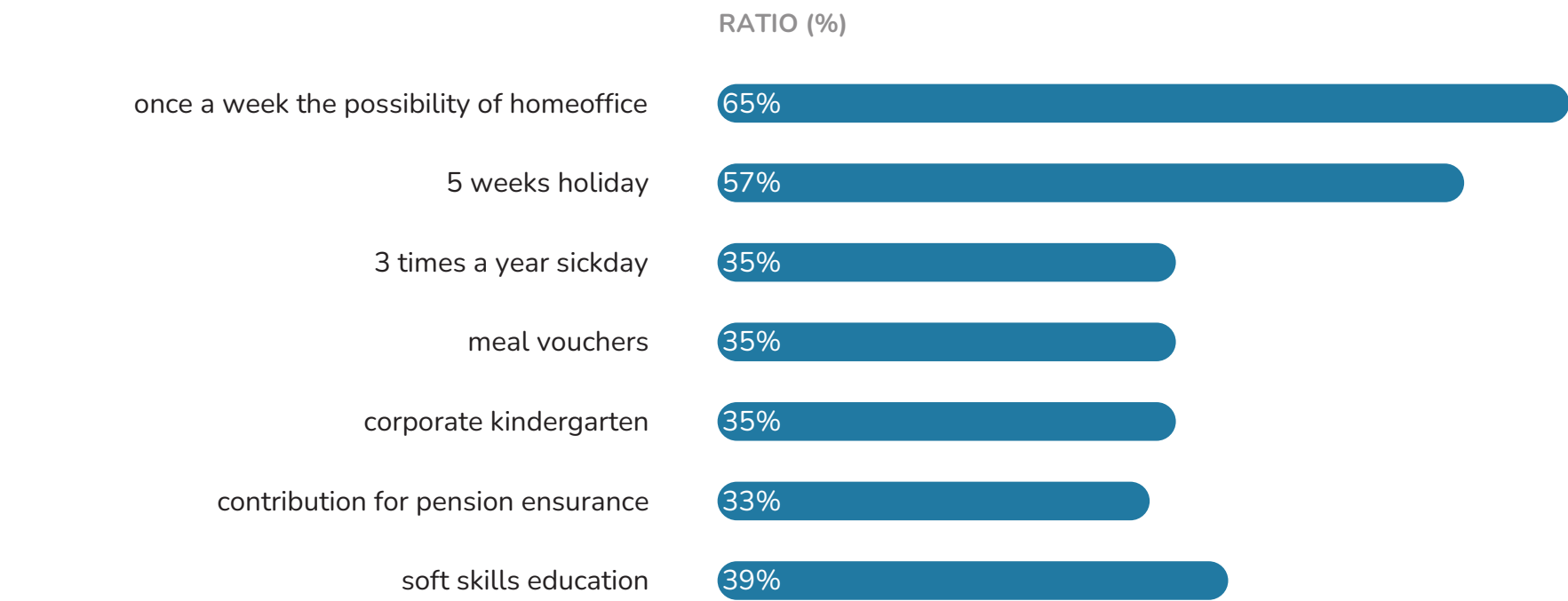
BY CATEGORY

		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified	
length of employment in the company		19%	22%	19%	21%		
B0		Marketing	Business	Logistics	HR	Finance	IT services
		19%	18%	20%	22%	22%	24%
B1	Business	Corporate			Retail		
		9%			22%		
Level of organization		Top management		Management		Executive position	
		25%		20%		20%	

SATISFACTION SATISFACTION WITH YOUR REMUNERATION

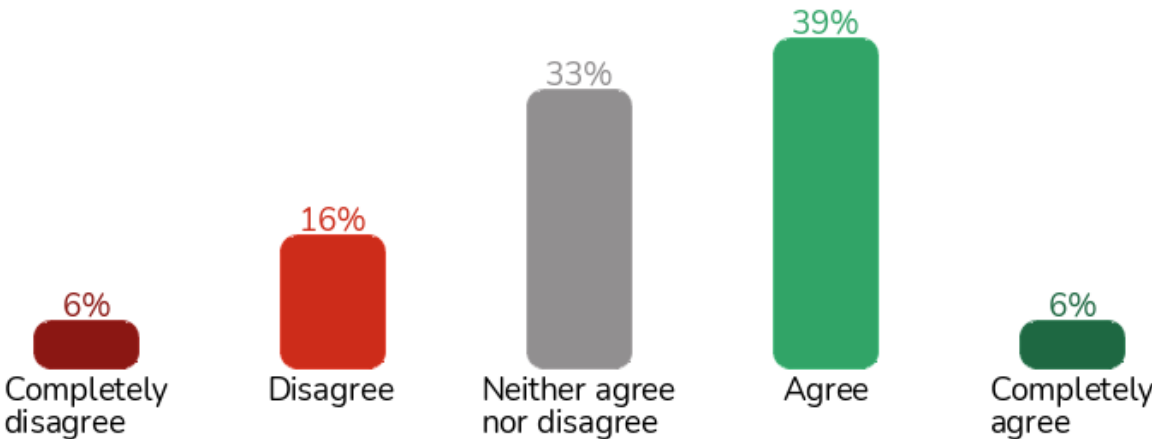
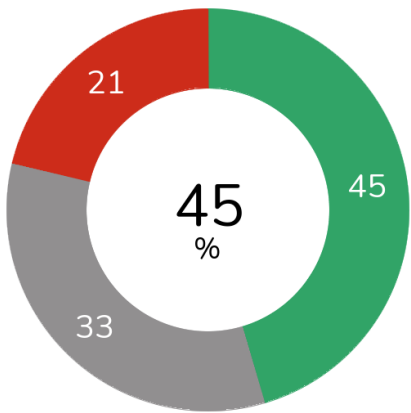


Choose the 3 benefits you would most appreciate.



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



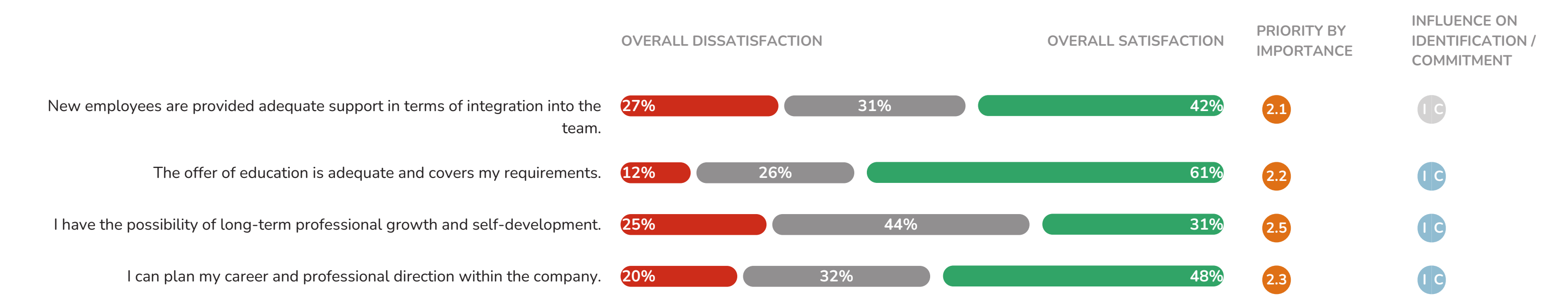
BY CATEGORY

		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years	Unclassified	
length of employment in the company		46%	44%	47%	46%		
B0		Marketing	Business	Logistics	HR	Finance	IT services
		46%	50%	44%	46%	42%	45%
B1	Business	Corporate			Retail		
		43%			53%		
Level of organization		Top management		Management		Executive position	
		47%		45%		46%	



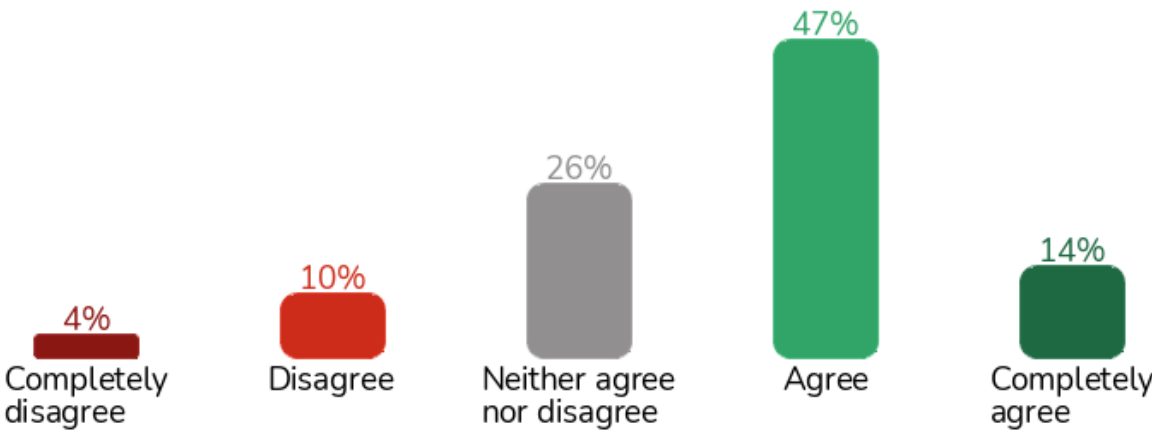
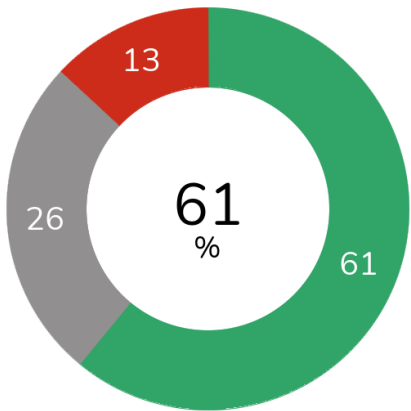
# SATISFACTION

## SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT



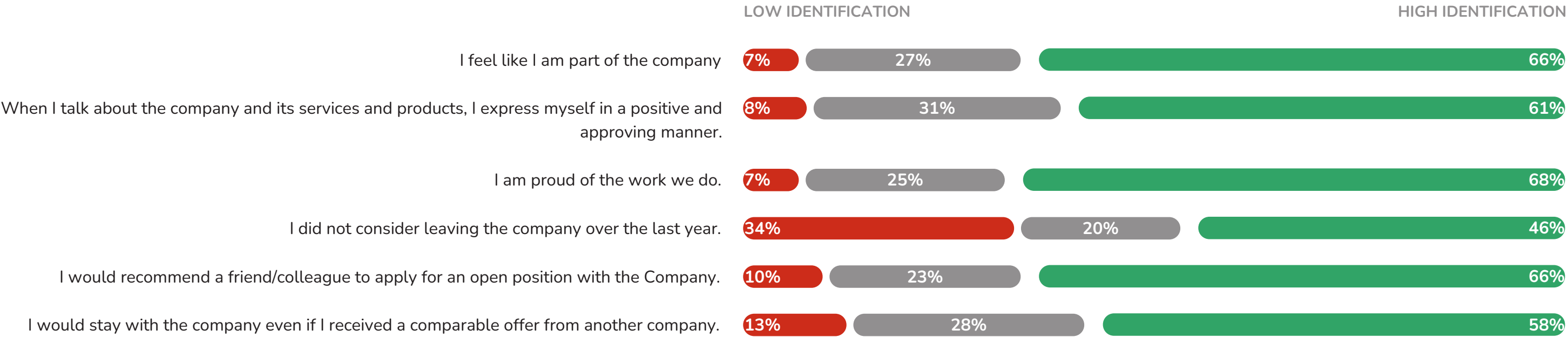
# IDENTIFICATION

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%		
B0		Marketing	Business	Logistics	HR	Finance	IT services
		62%	61%	62%	60%	61%	57%
B1	Business	Corporate			Retail		
		32%			71%		
Level of organization		Top management	Management		Executive position		
		63%	61%		61%		



# 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.

I 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.

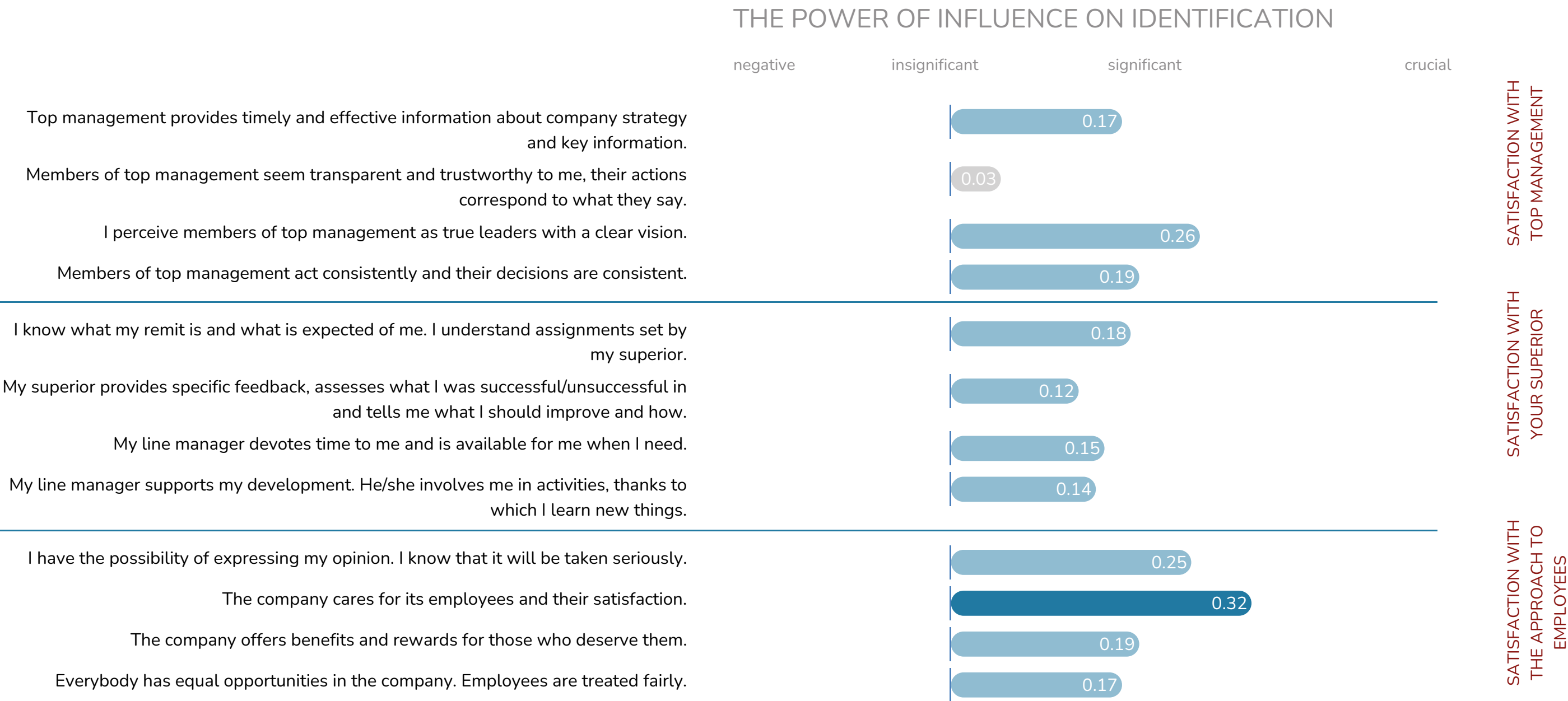
The offer of education is adequate and covers my requirements.

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 quality performance.

# IDENTIFICATION vs OTHER OBSERVED AREAS

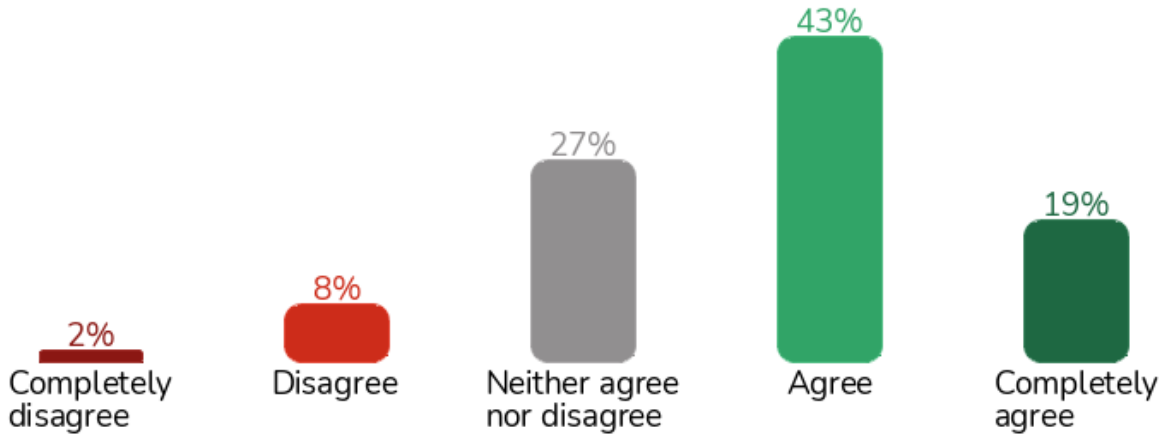
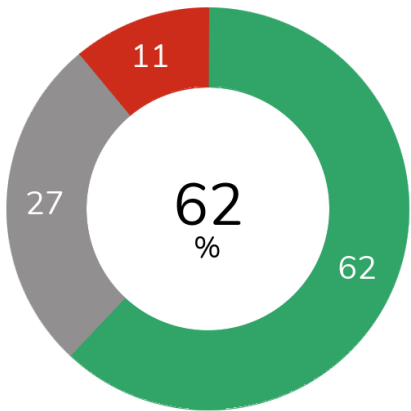
The graph shows the correlation of statements with identification.  
The influence is divided into the following levels for clarity: negative insignificant significant crucial





# 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%	60%	65%	
B0	Marketing	55%	62%	64%	64%	62%
	Business					
B1	Corporate	50%				
	Retail				66%	
Level of organization	Top management	64%	60%			
	Executive position			63%		





# 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 learn new things.

Working hours and their scheduling suit me.

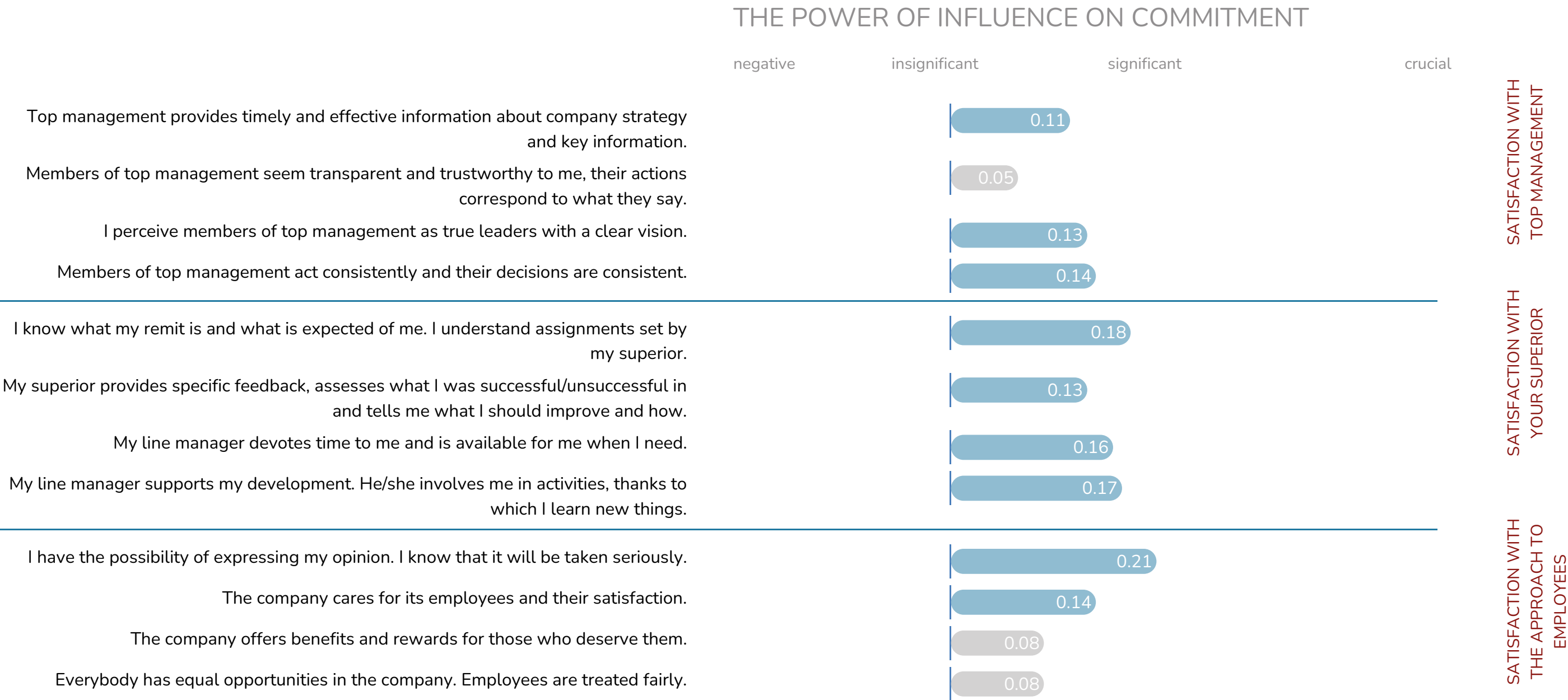
The information I receive is clear and I understand it.

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.

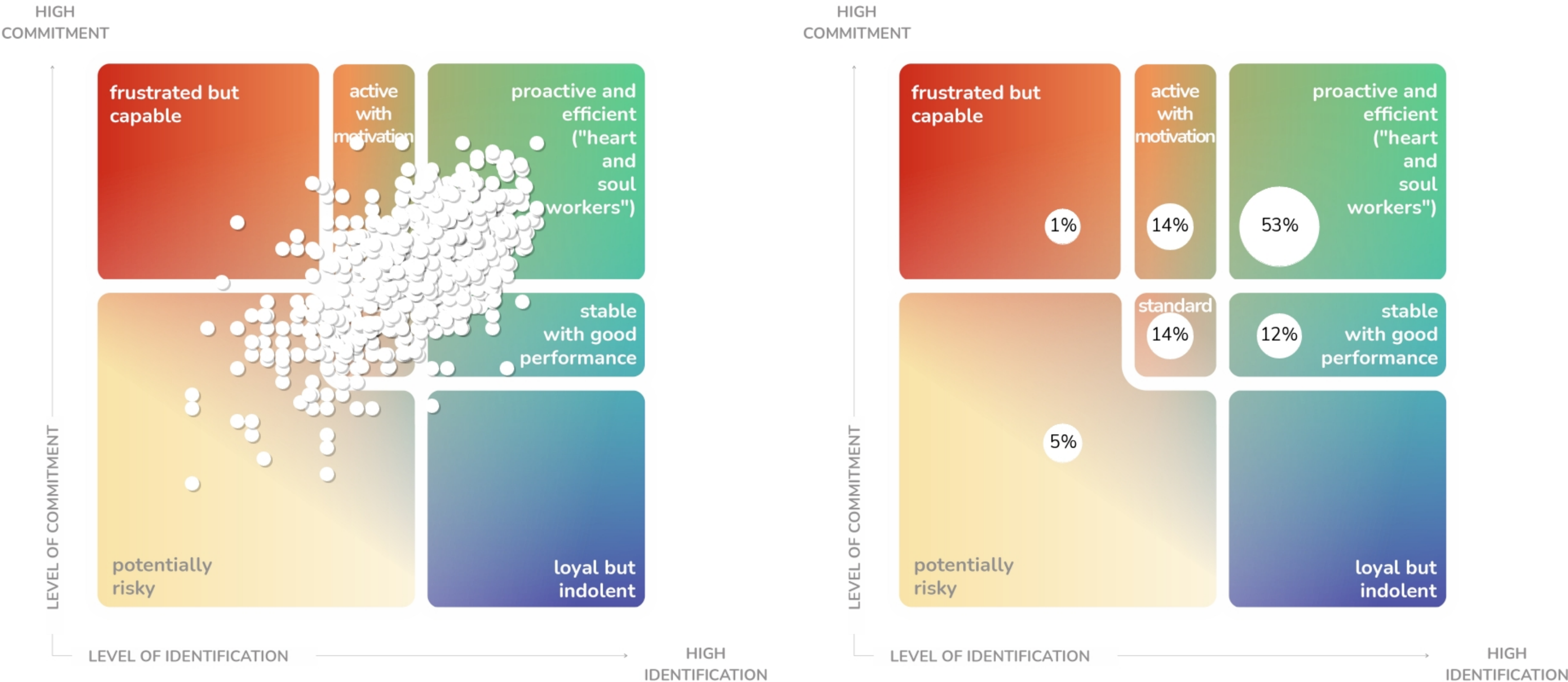
# COMMITMENT vs OTHER OBSERVED AREAS

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





# COMMITMENT vs IDENTIFICATION



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

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE	INFLUENCE ON IDENTIFICATION / COMMITMENT
I know what my remit is and what is expected of me. I understand assignments set by my superior.	3% 10%	87%	1.9	I C
I know who I can turn to if I need specific information.	6% 14%	81%	2.2	I C
The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.	7% 19%	74%	2	I C
Working hours and their scheduling suit me.	13% 22%	66%	2.1	I C
I have the appropriate equipment, aids and tools for my work.	15% 20%	65%	2.2	I C
Members of top management seem transparent and trustworthy to me, their actions correspond to what they say.	8% 29%	63%	2.1	I C
I have the conditions to do what I know best and to provide high quality performance.	10% 27%	63%	2.1	I C
The offer of education is adequate and covers my requirements.	12% 26%	61%	2.2	I C
I have good friends among my colleagues.	12% 29%	59%	2.8	I C
My line manager devotes time to me and is available for me when I need.	15% 27%	58%	2.2	I C
I have the possibility of expressing my opinion. I know that it will be taken seriously.	13% 30%	56%	2.3	I C





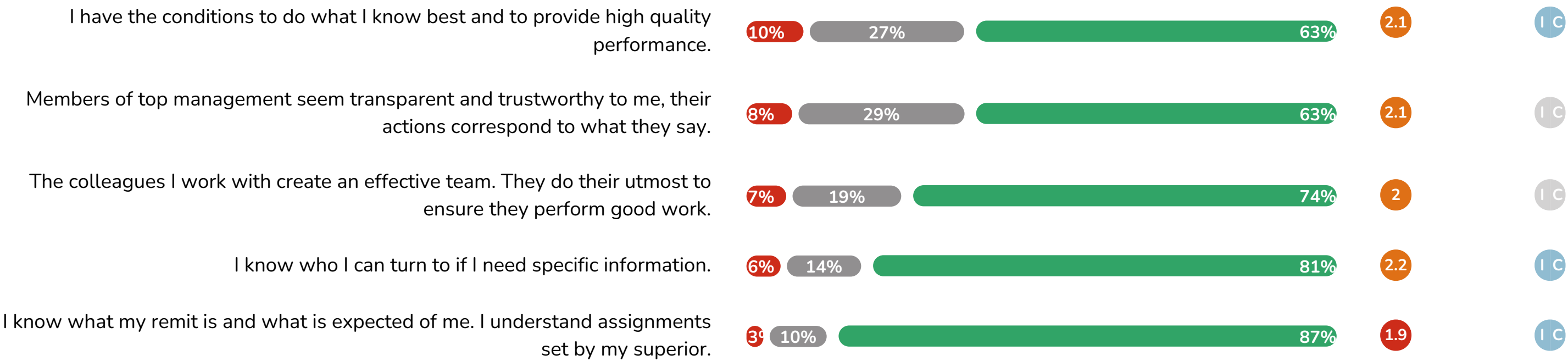


# SATISFACTION BY OVERALL DISSATISFACTION RATE

	OVERALL DISSATISFACTION		OVERALL SATISFACTION		PRIORITY BY IMPORTANCE	INFLUENCE ON IDENTIFICATION / COMMITMENT
My salary and the structure of bonuses motivates me to produce high quality work and a high quality performance.	50%	29%	21%	1.9	I C	
My salary corresponds to my position, the quality and amount of work performed.	49%	31%	20%	1.8	I C	
My salary allows me adequate security and satisfies my requirements.	45%	34%	21%	2	I C	
Everybody has equal opportunities in the company. Employees are treated fairly.	42%	37%	21%	2.2	I C	
My salary is comparable to others on the market with a view to my qualifications and the sector.	41%	38%	21%	2.1	I C	
There is good cooperation and mutual support between different departments and teams in the company.	36%	44%	20%	2.5	I C	
The company offers benefits and rewards for those who deserve them.	35%	39%	27%	2.2	I C	
New employees are provided adequate support in terms of integration into the team.	27%	31%	42%	2.1	I C	
I have the possibility of long-term professional growth and self-development.	25%	44%	31%	2.5	I C	
The company cares for its employees and their satisfaction.	24%	39%	37%	2.1	I C	
I get fundamental and important information on time.	22%	34%	44%	2.1	I C	
The company allows me to coordinate my work and personal life.	21%	29%	50%	1.9	I C	



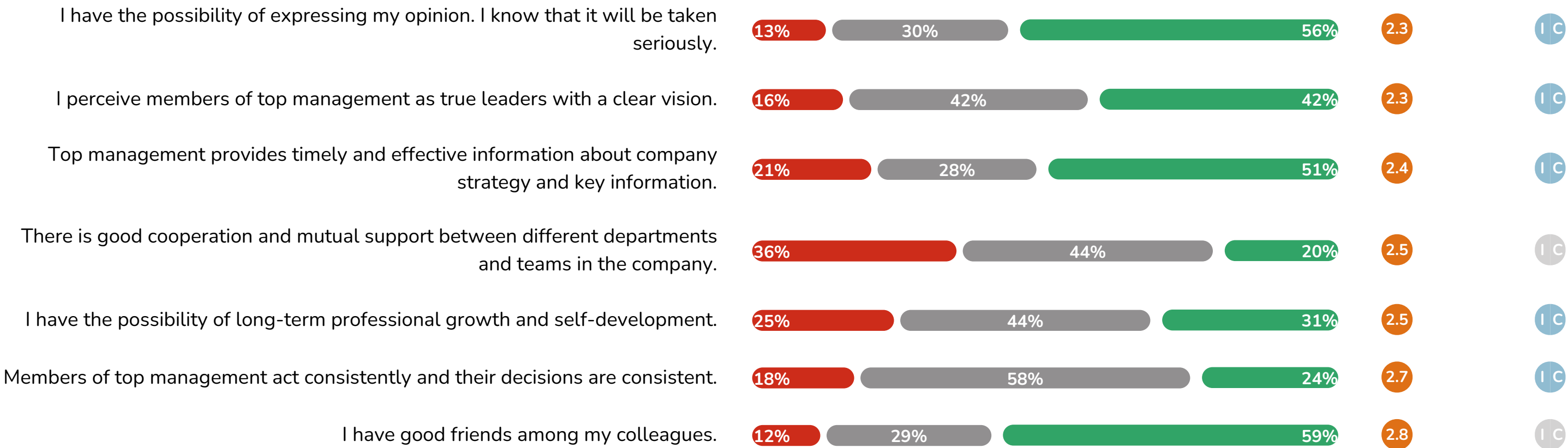




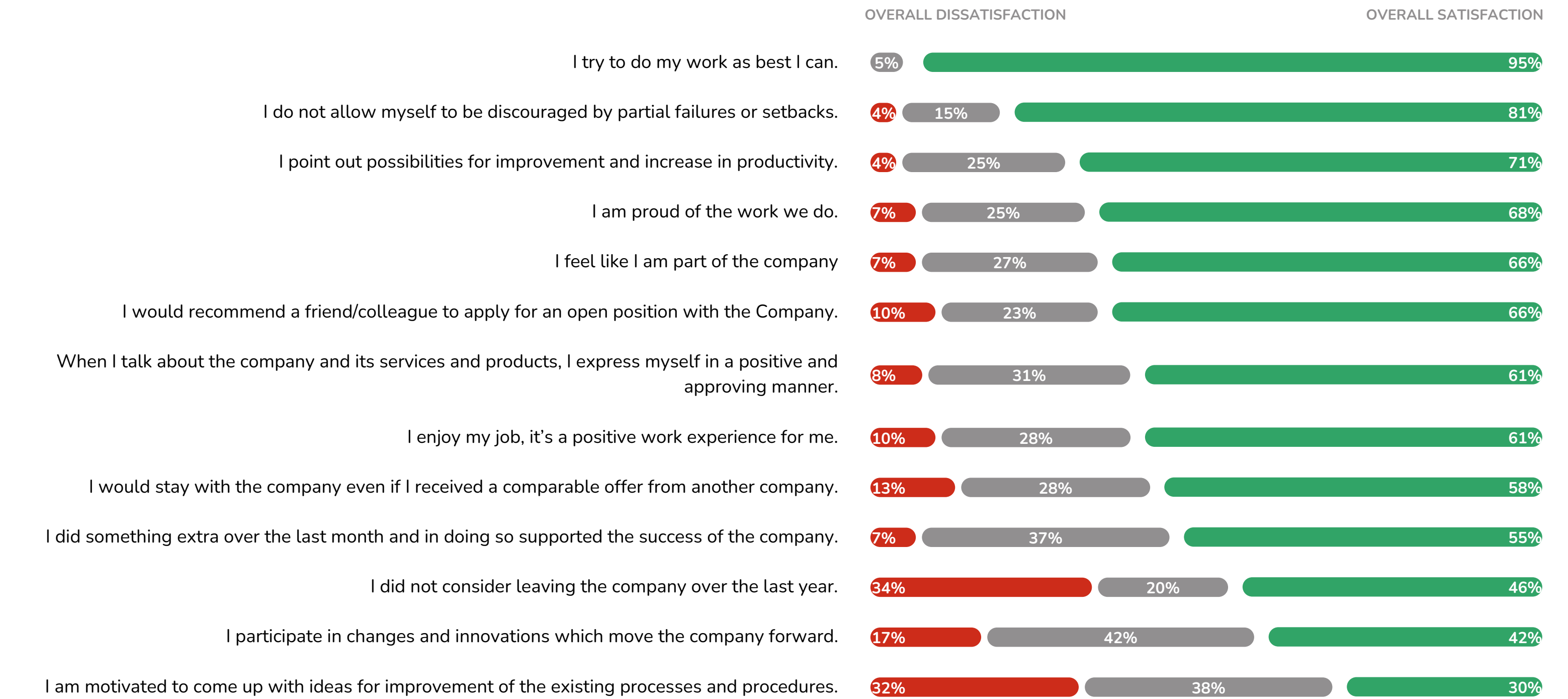
SATISFACTION BY IMPORTANCE



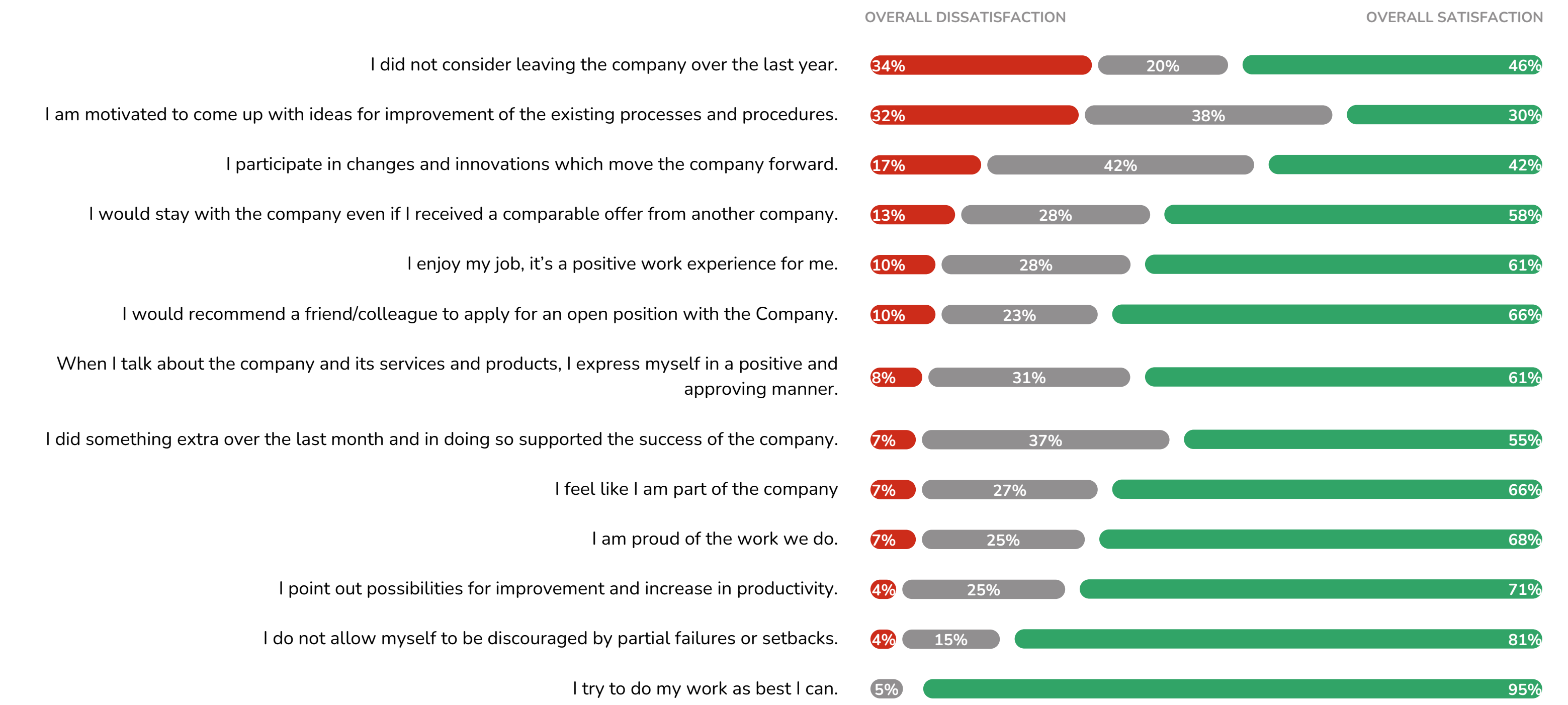




# COMMITMENT, IDENTIFICATION BY OVERALL SATISFACTION RATE



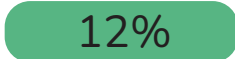


# COMMITMENT, IDENTIFICATION BY OVERALL DISSATISFACTION RATE



# AI ANALYSIS OF FREE COMMENTS

AI 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.

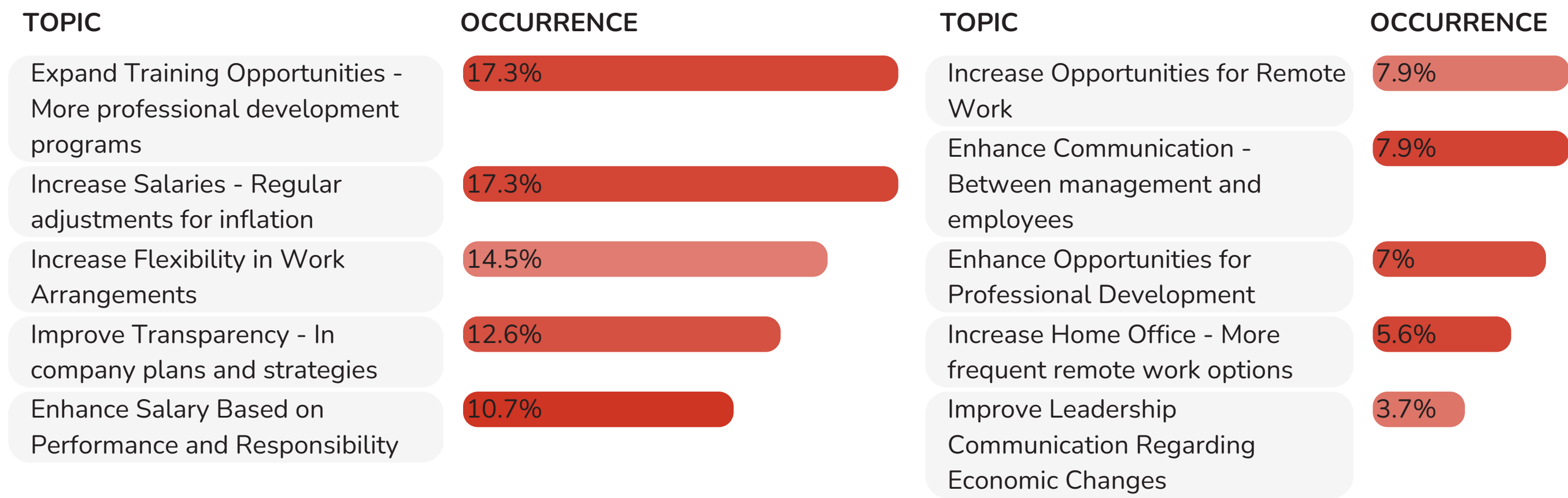
## QUESTIONS AT THE END OF THE QUESTIONNAIRE: WHAT I LIKE IN THE COMPANY, WHAT I AM SATISFIED WITH.

TOPIC	OCCURRENCE	TOPIC	OCCURRENCE
Flexible working hours	16.5%	Open communication	6.9%
Leadership support	14.9%	Healthy and fresh snacks	6.9%
Company-provided training	14.1%	Team spirit and collaboration	6.5%
Opportunities for professional growth	12.9%	Modern and comfortable office space	6%
Work-life balance	10.9%	Home office options	5.6%
Wide range of refreshments	9.7%	Access to quality coffee	4.8%
Positive atmosphere	8.9%	Friendly work environment	4.4%
Supportive colleagues	8.1%	Nothing	3.6%
Fair and motivating rewards	7.3%	Appreciation from leadership	2%

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



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