

# LISTENING TO YOU 2023

a scientifically designed solution  
to help Organizations measure  
and improve employee  
engagement

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## Understanding the Questionnaire



# LtY Questionnaire

**24**

Statements

**5**

Point Scale

**2**

Open Text Questions

# 24

Statements



## OVERALL ENGAGEMENT

1. Overall, I am extremely satisfied with <Org Name> as a place to work



## EMOTIONAL COMMITMENT

2. I am proud to work at <Org Name>
3. I will recommend refer <Org Name> as a great place to work to others
4. I feel I have a bright future in this Organization



## RATIONAL COMMITMENT

5. I rarely think about looking for a job with another Organization
6. The best way to develop my career is to stay with <Org Name>

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# 5

Point Scale

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# 2

Open Text  
Questions

**24**  
Statements

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**5**  
Point Scale

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**2**  
Open Text  
Questions



## INDIVIDUAL LEVEL DRIVERS

### MY WORK

- 7. I can see a clear link between my contribution and company's success
  - 8. I have access to all resources required to do my work
  - 9. My skills and abilities are used well in doing my role
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### MY TEAM

- 10. I enjoy working with my team members
  - 11. My ideas and contributions are valued by my colleagues
  - 12. I get help and guidance from my team members whenever I need it
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### MY MANAGER

- 13. I receive regular guidance and feedback from my Manager to improve my performance
  - 14. I trust my Manager to support me with my career growth
  - 15. My manager motivates me by recognizing and appreciating my contributions
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24

Statements

5

Point Scale

2

Open Text Questions



## ORGANIZATION LEVEL DRIVERS

### ORGANIZATION CULTURE

- 16. All employees are treated with respect in the Organization
- 17. Different teams and units work together to achieve overall goals
- 18. The organization supports and rewards people who take risks and drive new ideas

### PEOPLE PRACTICES

- 19. Pay and career growth opportunities are based on performance and decided in a fair & transparent manner
- 20. Our internal policies and processes adequately support employee health and well-being
- 21. The organization provides adequate access to learning & development opportunities and resources

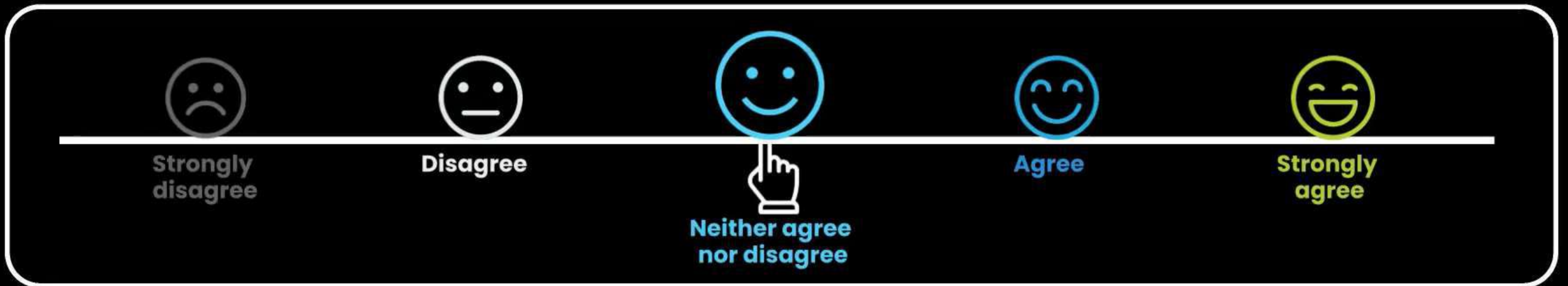
### LEADERSHIP

- 22. I am motivated by the vision of the future communicated by the leadership team
- 23. Senior leaders in the organization seem genuinely interested in employee well-being
- 24. Senior leaders regularly communicate with employees to provide updates and discuss concerns and issues



## 5 Point-Scale

-We use a **5-point Likert scale** for the Survey





# Free text questions

-2 Subjective Questions – **responses in free text**

1. What do you feel we are doing well and should continue doing?

Type your text here...

2. What are 2-3 of your most important concerns and challenges regarding our workplace?

Type your text here...