Engagement Index

Managers are the key to happy employees. Establishing manager-employee connection is about breaking down barriersand hierarchiesand developing connectionswiththeteam. Thusmaking themmoremotivated at work

Idiot Proof
An idiot proof software application which can be accessed through internet. The survey can be accessed through mobile/desktop and triggered by SMS & email

Confidentiality
Coded surveylinkswill not only protect the identity of the participants/managers but will also prevent fraud of forwarding

Cloud Based
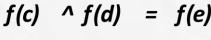The solution is cloud based and hence no investment on hardware or software is required

Subscription
SaaSbased model where subscription approach is used where in the charges are based on usage besides a basic retainer fee to ensure minimum usage

Science

Engagement Index (EI) captures the strength of relationship between the organisation and employees on various dimensions besides focussing on organisation engagement dimensions of Connect and Delight .

- Team Synergy
- Work Design
- Communication
- Recognition
- Opportunity to learn

$$f(c) \quad \wedge \quad f(d) \quad = \quad f(e)$$

- Career Growth
- Brand & Credibility
- Organization Culture
- Leadership
- Trust

*Each dimension of Connectand Delight has 2 questions and these question have a 5 level scale.

Engagement Index captures the strength of relationship between manager/supervisor and employees on various dimensions beside focussing on organisation engagement and dimensions of **CONNECT** on a four level scale.

C- Coaching
O- Open
N- iNspire
N- NextGoals
E- Exhibit Respect
C- Communication
T- Talent Leadership Style

4
3
2
1

As such, **Engagement Index** clearlydistinguishes the **PULL** (HR/organization's accountability) and **PUSH** (managers accountability) factors in maintaining employee trust and engagement.

ThePurpose
Identifies the areas of focus which need attention.

TheOrganization

OnlineQuestionnaire 20-24 Questions Offline Analysis Recommendations

TheManager

OnlineQuestionnaire 14 Questions
Online Analysis Action Plan

Intelligent Dashboard Analytics

Insightful,Graphical& Simple to Understand
Presents complex data and trends in a manner which is easy to interpret and alerts users to foresee problems.

Filters for Deep Dive Analysis & Insights
Open filters for admin to further deep dive into the analysis besides highlighting the standard trends and reports.

Flexible Manager View
Timeline views allow managers to track their engagement scores over time, encouraging repeat interaction with the platform, and continued ownership over their performance and engagement data.

Access Control
Manager has complete control over the data and platform functions. The CEO/CMD canaccess reports acrosslevels including organizational, departmental, and even at individual managerial level. Enables managers to set and manage the changes they plan to enact.

Overall Analysis(Point to point)
Flexibilityto track the scores for anygiven time span.

Vox Populi Sentiment Analysis
Intelligent analysisof open text (voxpopuli)

Blueprint

Conduct theSurvey
Survey is triggered based on our structured questionnaire segregated into managerial (standard) and organizational sections(customizable)encompassing all the sevendimensions of **CONNECT** factors.

Reports
Around 50+ various reports are generated based on the feedback and responses captured through the survey. Two kinds of reports are generated, **Organizational and Managerial**. Organization level reports can be prepared manually and shared only
with senior management, whereas manager level reports are online/ automated reports whichcan be viewed upon logging in.

Dashboards
Dashboard analytics get triggered to analyse data and draw inferences and make necessary recommendations encompassing the dimensions of **push and pull** factors. Simple and insightful graphsare used to give a perception of live and real time. Detailed notes are availablebelowfor readyreference.

ResourceBank
A repository of handpicked **articles/learning interventions** are uploaded on the application. Based on the scores system recommends the learning interventions to improve employee engagement.

Recommendations
The system proposes to individual managers based on their scores. The recommendationsare crisp and practical in nature.

ActionPlan
Managersare givena provision to set action pointsagainst them which also allows
them to track the same regularly. Each action point will have an end date which in turn will notifythe manager fromtime to time.

Tracker&Feedback
At the end of a fixed period the teammembers /associatescan go back share their feedback on action plan anonymously (Happy/ Not Happy).

Similar Intelligent Tools

V:O:I:C:E

Hiring & Recruitment
Voice Of Interview & Candidate Experience is dynamic dashboards on interviewing experience resulting in better conversion ratios and EVP for organisations

Talent Acquisition
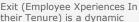First 101 Days (1 - 51 - 101 Pulse Study & satisfaction trends) is a SaaS based model, captures the sentiment levels across the onboarding Process (-7 days from the date of joining to 101 days of post joining

R:O:T:E

Learning & Development
Return on Training Effectiveness - Measuring the Training feedback to optimise the Training Budgets and build alignment with Business Strategies

E:X:I:T

CHRO: Strategy, OD, Culture
Exit (Employee Xperiences In their Tenure) is a dynamic dashboard . Which is a outcome of Exit Interview conducted either in a survey or one to one discussion