

CASE STUDY - EMPLOYEE ENGAGEMENT SCAN: DIFFERENCES IN EMPLOYEE ENGAGEMENT

BUSINESS CHALLENGE

Understanding differences in employee engagement and satisfaction between different regions and offices of the company.

RESULTS

The employee engagement scan provides insight in employee engagement and satisfaction and allows the client to better understand possible differences between different regions and offices. The results immediately show areas of concern as there is a difference in evaluation of the company's leadership, as regional offices score the leadership significantly lower (compared to HQ). This results in a low involvement of employees in the regional offices.

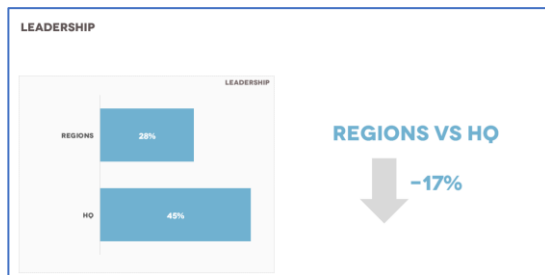


Figure 1: Leadership (HQ vs regions)

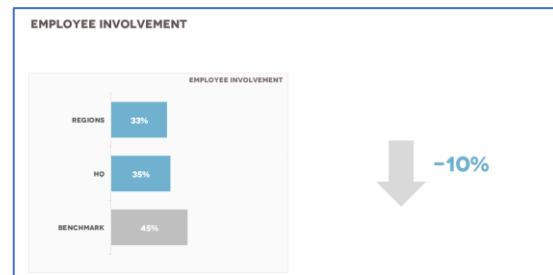


Figure 2: Employee involvement (HQ vs regions)

KEY TAKE OUT

Based on the results the client was able to identify the areas of concern within the regions and is working on a new company structure that includes earlier involvement of regions in the decision process.