

2023

Employee Engagement Survey





**Measuring Engagement Levels:** Assess the overall level of employee engagement within the organization to gauge the commitment, motivation, and enthusiasm of the workforce.



**Identifying Employee Concerns:** Identify specific concerns, challenges, or issues that may be affecting employee satisfaction and engagement, with a focus on addressing these pain points.



**Assessing Job Satisfaction:** Determine the overall satisfaction levels of employees with their jobs, compensation, benefits and working conditions.



**Improving Leadership Effectiveness:** Evaluate the quality of leadership and management within the organization, aiming to enhance leadership practices that impact employee engagement.



**Enhancing Employee Retention:** Understand the link between engagement levels and employee turnover and develop strategies to reduce turnover by increasing engagement and job satisfaction.



**Action Planning:** Use survey results to create actionable plans and initiatives that address the identified areas for improvement, ensuring that the organization takes concrete steps to boost engagement.

# Implementation



# Employee Survey Results: Participation



## High and low participation rates by Department

Engagement Survey May 2023

**68%**

Responses: 115 of 170

### TOP 5



### BOTTOM 5

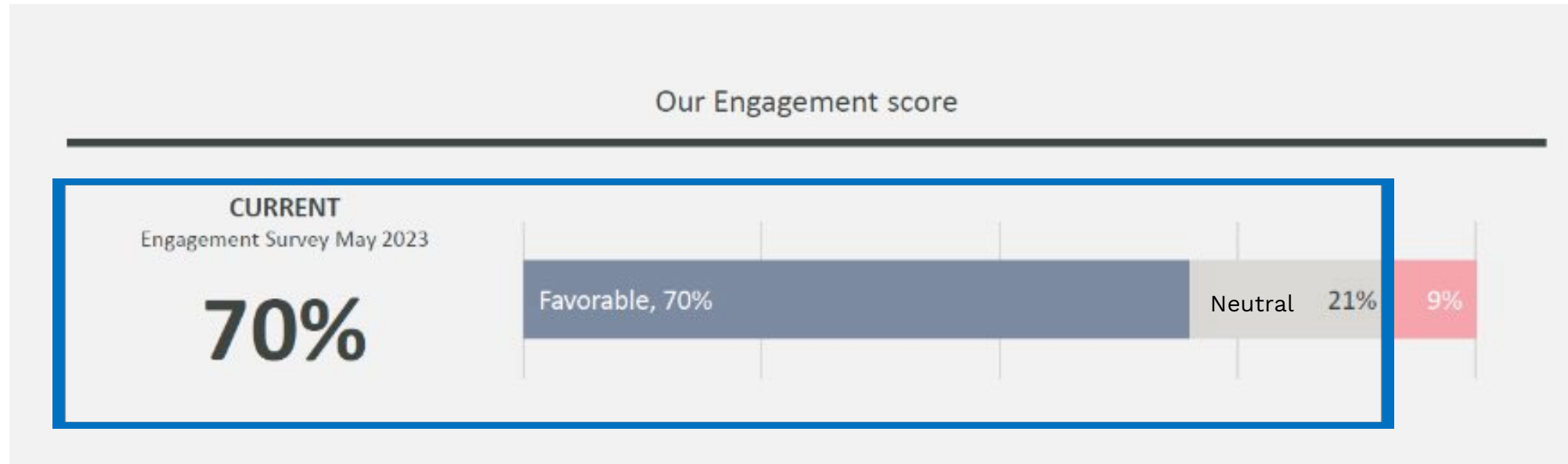


70% of Culture Amp customers have response rates between 75% and 90%.



# Engagement Score

Engagement is **a measure of people's connection and commitment to the company and its goals.** By lifting it, we can impact performance, innovation, retention and attraction of talent.



## Questions we asked:

1. I would recommend Gatekeeper Systems as a great place to work
2. Gatekeeper Systems motivates me to go beyond what I would in a similar role elsewhere
3. I am proud to work for Gatekeeper Systems
4. I rarely think about looking for a job at another company
5. I see myself still working at Gatekeeper Systems in two years' time

# Employees' comments

## Comments 567 comments

All comments Topics and themes Saved comments 0

### Commenters

75%

participants commented

### Median comments

3

per commenter

### Commenters' Engagement score

68%

↓ -2 compared to overall

68% favorable  
21% neutral  
11% unfavorable

Any question ▾ Any topic ▾ Any sentiment ▾ Any rating ▾ Any language ▾

Search...

We acknowledge people who deliver outstanding service here

6 comments | 5% of participants commented

50% favorable

↓ 12 compared to overall

I rarely think about looking for a job at another company

7 comments | 6% of participants commented

71% favorable

↑ 15 compared to overall

My manager gives me useful feedback on how well I am performing

5 comments | 4% of participants commented

80% favorable

↓ 1 compared to overall

We are encouraged to be innovative even though some of our initiatives may not succeed

67% favorable