



**Employee Engagement Survey
ECHO 2022 - 23
Results Presentation**



ECHO 2023 Survey Questions



SN	Questions	Strongly Agree	Agree	Neutral	Strongly Disagree	Disagree
1	I am adequately informed about important organizational updates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	My goal sheet is aligned to management objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	I can approach leadership to share my ideas without hesitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	I am given platforms to have my opinions heard by the management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	My Job Description is aligned to my current profile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	My performance is important for organization to succeed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	My manager gives me freedom to take decisions whenever situation demands	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	I am satisfied with my current responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	I am proud to be associated with the Organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	I am encouraged to contribute adequately to the well being of the society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	I believe the Organization is an ethical company to work for	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	I believe trainings provided help me in discharging enhanced performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	I believe there are opportunities for everyone to move within and outside department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14	I am appreciated for good performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15	I believe the Organization is a physically safe and secure place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16	I am satisfied with FMS facilities provided at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17	My current work profile lets me maintain work life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18	My manager gives me time off whenever necessary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19	I am remunerated fairly for the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20	I am treated equally regardless of my gender, age and caste	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21	I am satisfied with transparency in the current IJP process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22	I believe performance of employees here is fairly evaluated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23	My Manager is impartial and treats all members equally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24	I have a friend at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25	I believe our Organization is a fun place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26	I feel like part of the family while working in the Organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27	I depend on my colleagues during time of crisis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ECHO 2023 – Participation Results

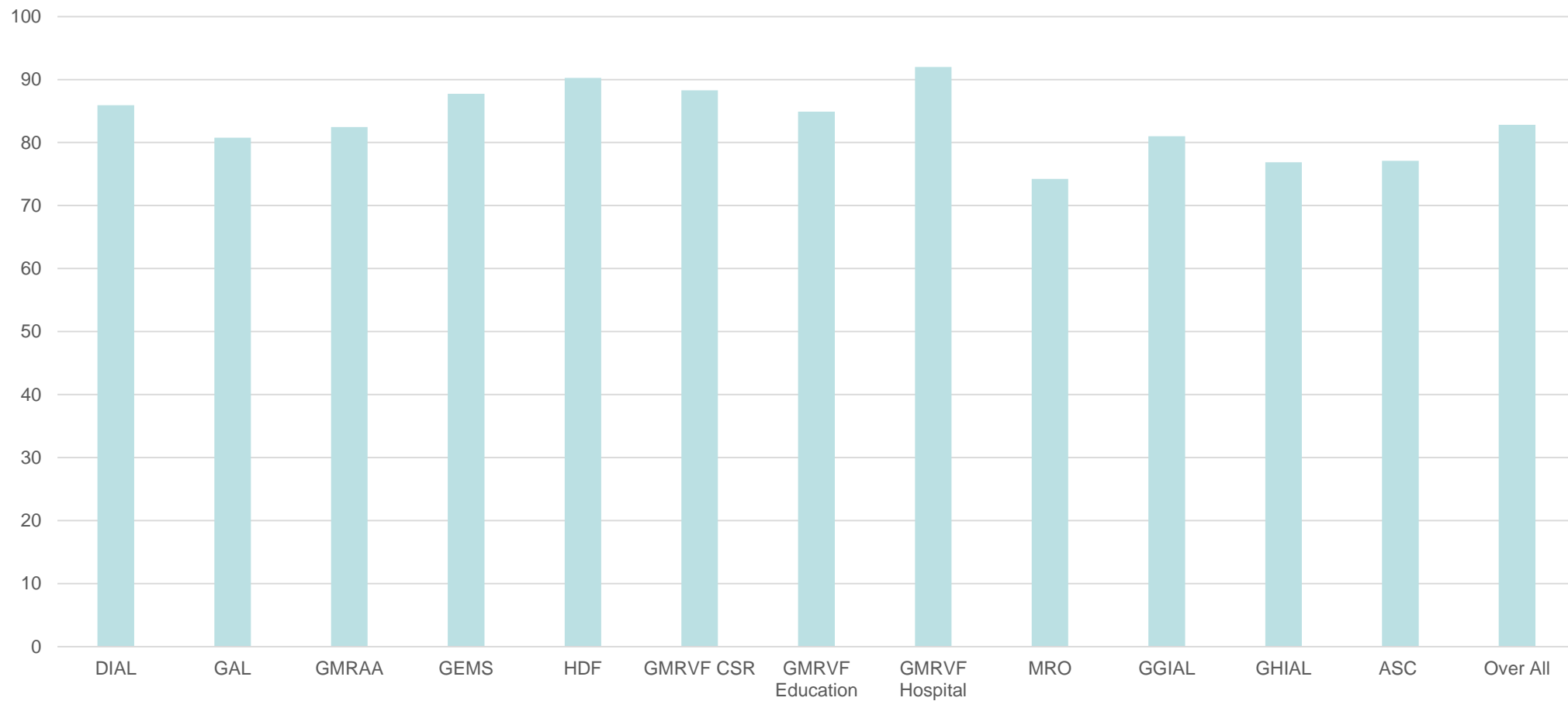


Company Name	No. of Employees	Participated	Completion %age
DIAL	1119	998	89
GAL	59	53	90
GMRAA	18	14	80
GEMS	264	264	100
HDF	221	213	96
GMRVF CSR	79	72	91
GMRVF Education	380	337	89
GMRVF Hospital	230	221	96
MRO	250	196	78
GGIAL	250	234	94
GHIAL	568	453	80
ASC (Airport Sector Construction)	226	212	94
Total	4154	3825	92

ECHO 2023 Score



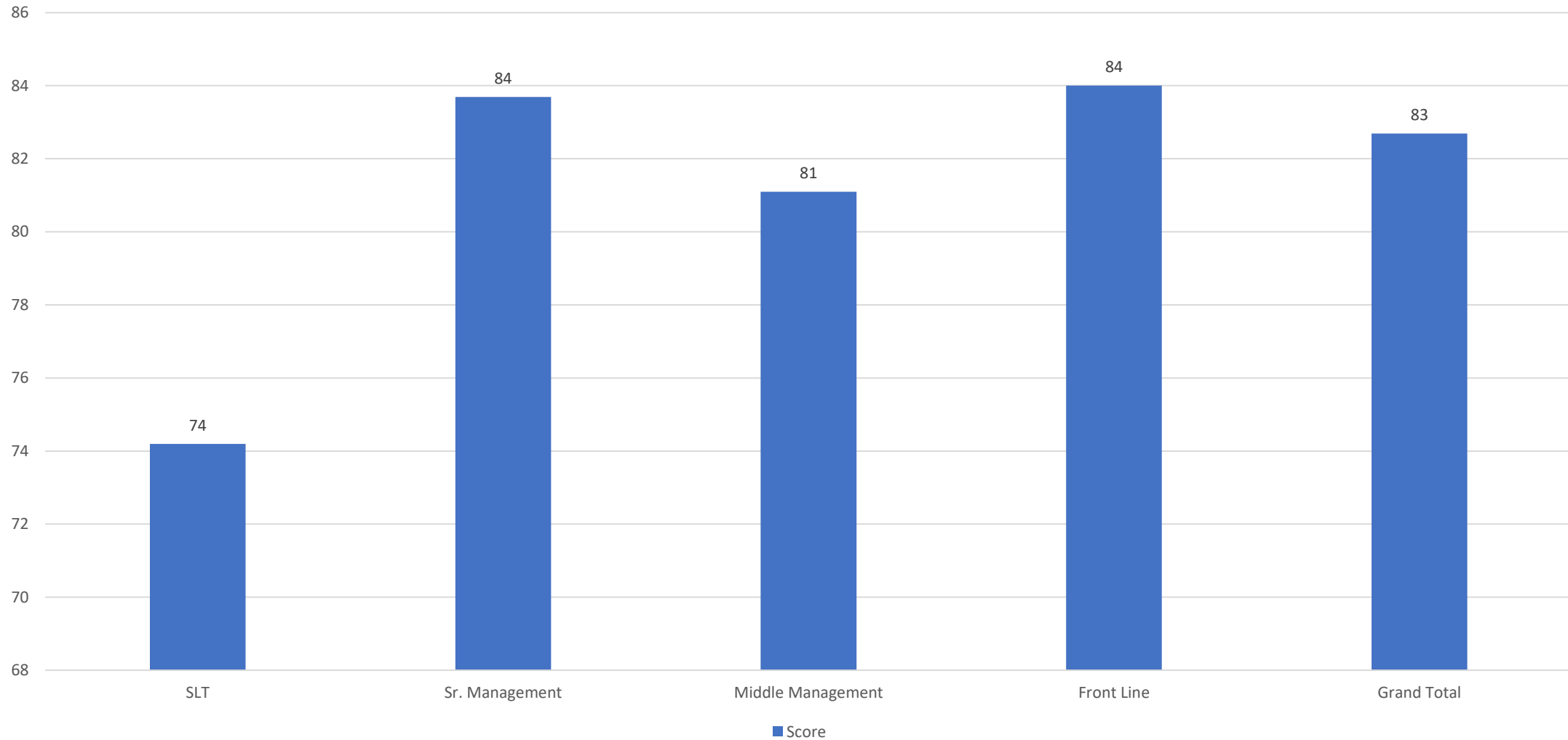
DIAL	GAL	GMRAA	GEMS	HDF	GMRVF CSR	GMRVF Education	GMRVF Hospital	MRO	GGIAL	GHIAL	ASC	Over All
86	81	82	88	90	88	85	92	74	81	76	77	83



Theme Wise Score

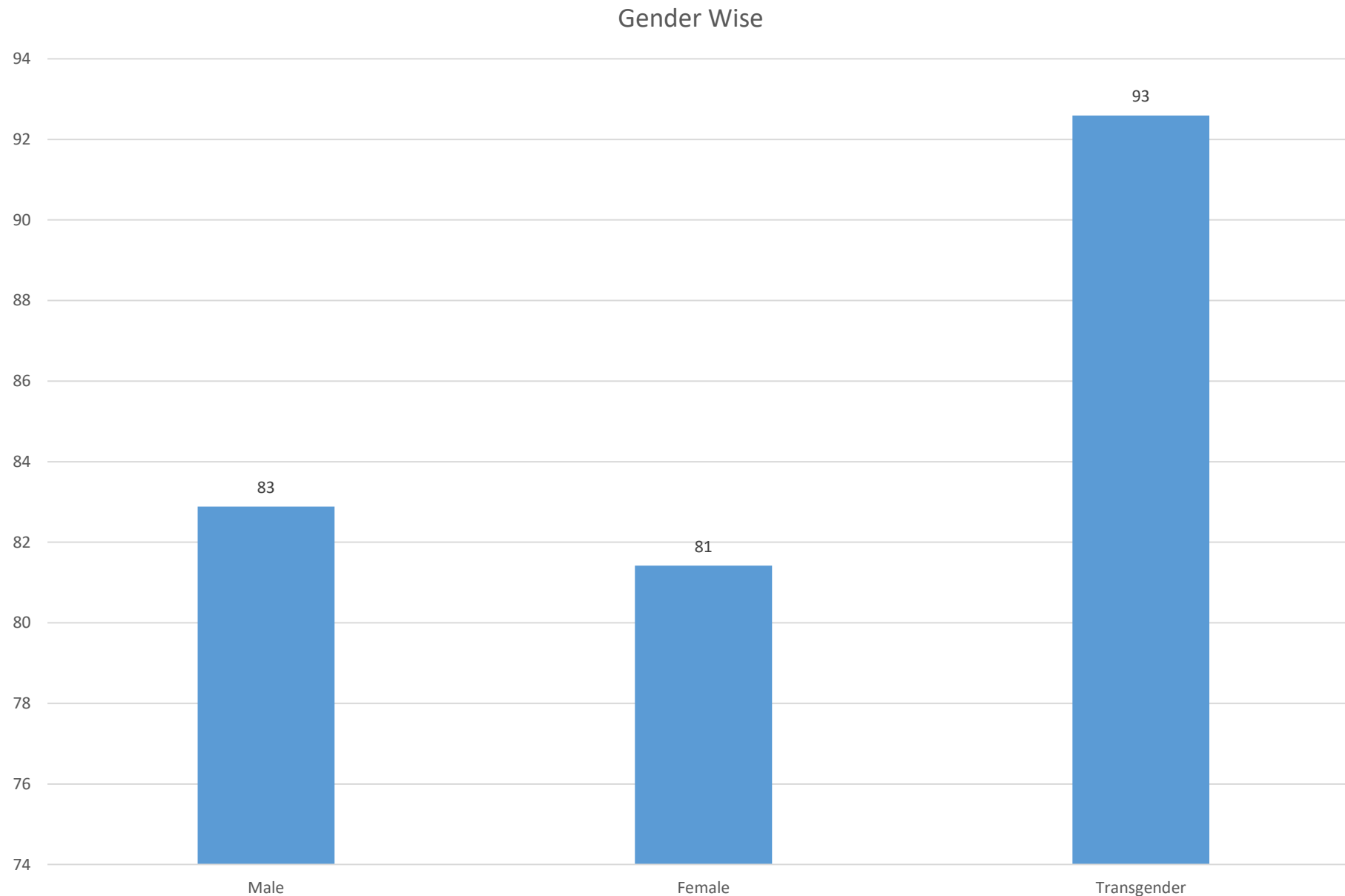


Pillars	DIAL	GAL	GMRAA	GEMS	HDF	GMRVF CSR	GMRVF Education	GMRVF Hospital	MRO	GGIAL	GHIAL	ASC	Over All Pillar Wise Score
Credibility	90	88	88	92	95	92	85	97	78	85	82	83	88
Pride	91	90	91	94	94	64	92	97	83	89	84	88	88
Respect	87	80	91	88	92	90	88	95	76	82	77	75	85
Fairness	80	73	54	83	87	83	78	90	61	76	66	69	75
Camaraderie	79	71	64	79	81	79	77	76	70	69	76	68	74



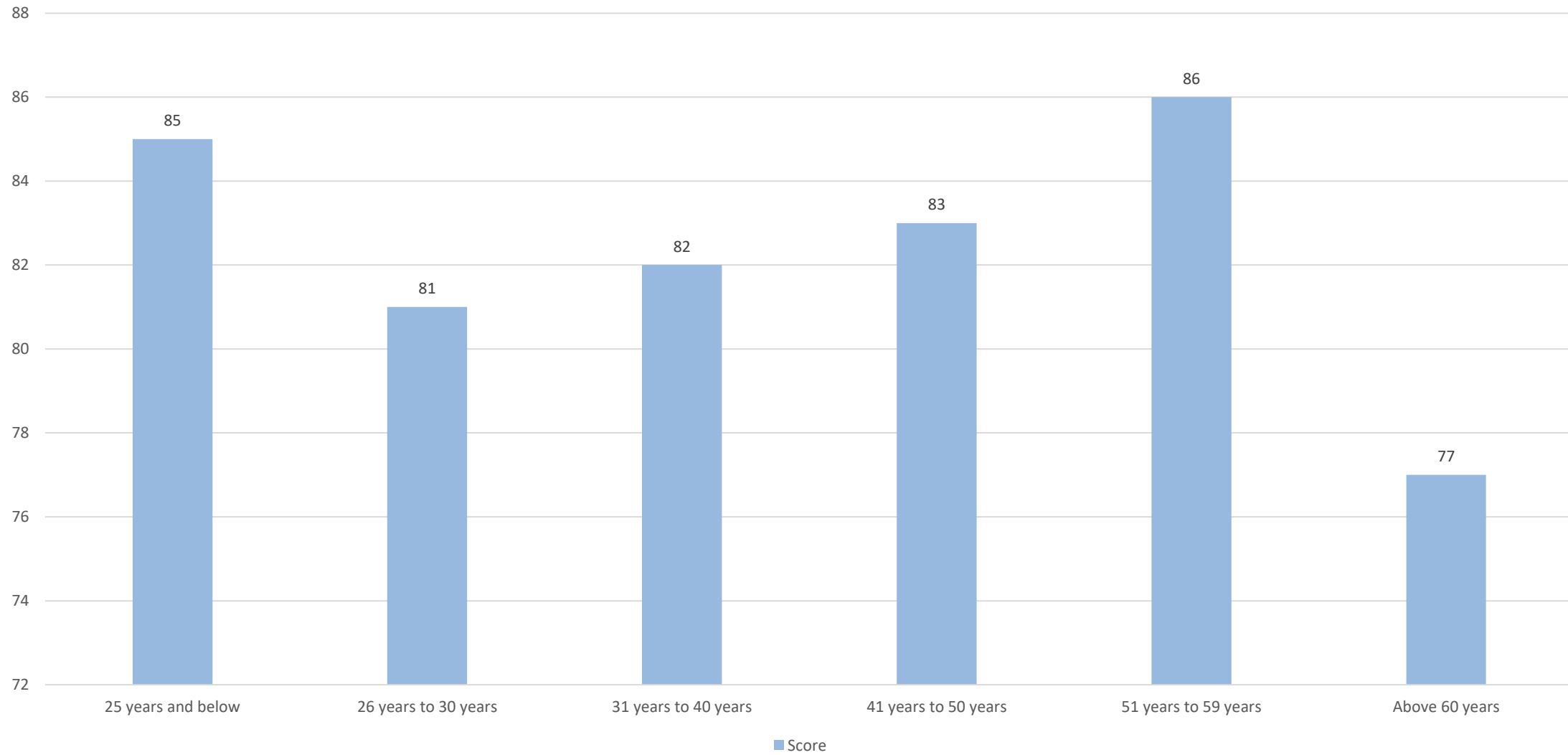
Category	No. of Employees	Score
SLT	30	74
Sr. Management	179	84
Middle Management	1259	81
Front Line	1597	84
Grand Total	3065	83

Gender Wise



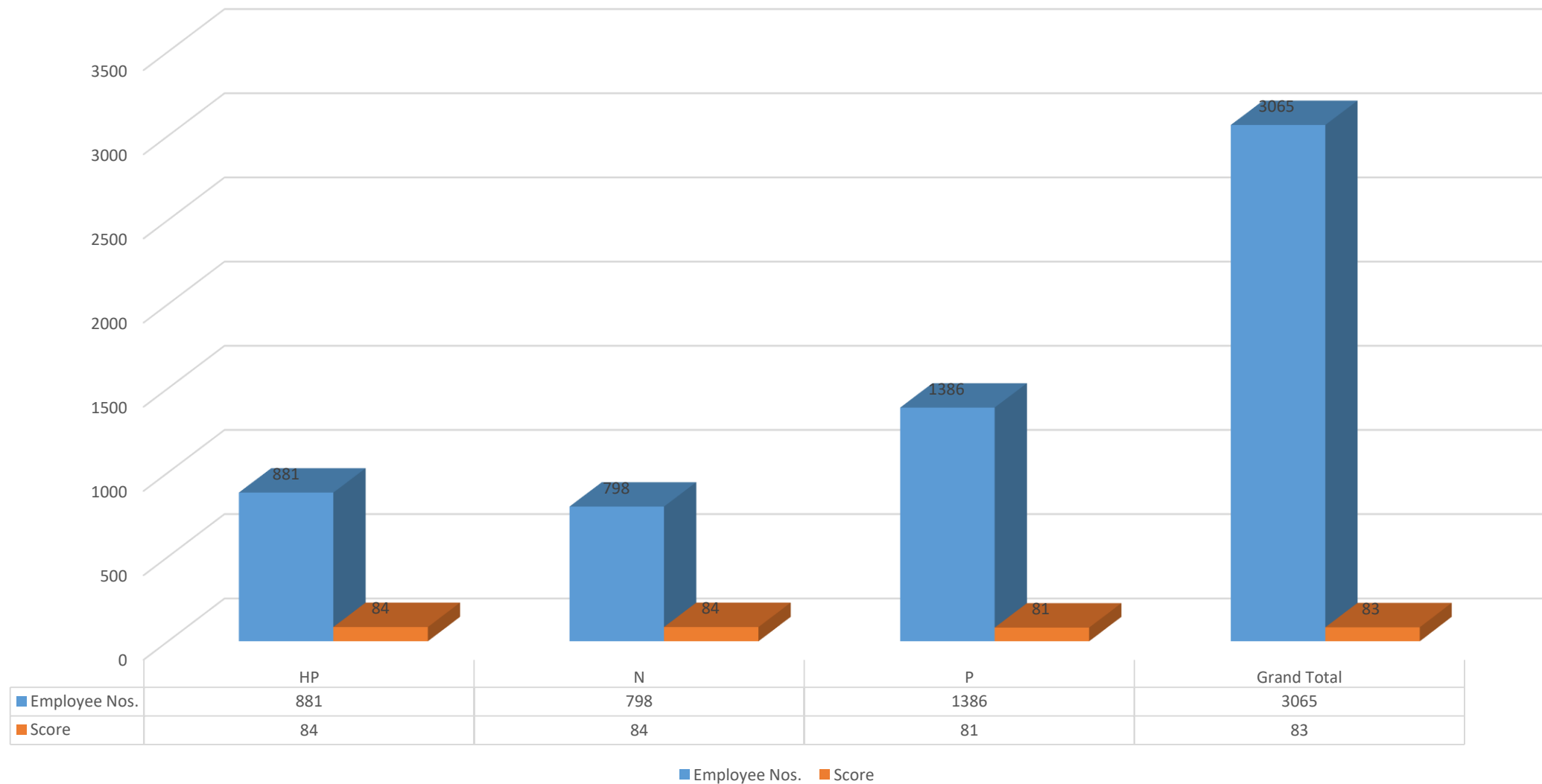
Gender	Number of Employees	Score
Male	2651	83
Female	413	81
Transgender	1	93

Age Group



Age Group	No. of Employees	Score
25 years and below	362	85
26 years to 30 years	677	81
31 years to 40 years	1124	82
41 years to 50 years	610	83
51 years to 59 years	271	86
Above 60 years	21	77

Performance



Performance	Employee Nos.	Score
HP	881	84
N	798	84
P	1386	81

Key Engagement Drivers – Sector Level (Top 3)



- Job Security
- Contribution to Organisation
- Quality of Work