



## IRIS Employee Engagement Survey

December 2021: Executive Report

# INTRODUCTION

Engagement surveys measure employees' commitment, motivation, and passion for their roles and their company, giving detailed insights into which areas of the business are thriving and where a bit more attention may be required.

This survey gives employees a voice, enables opportunity to improve engagement, direct organizational growth and benchmark results.

This report contains the findings of the questions related to the IRIS Engagement Review conducted during December 2021

# SUMMARY OF RESULTS

## Legend

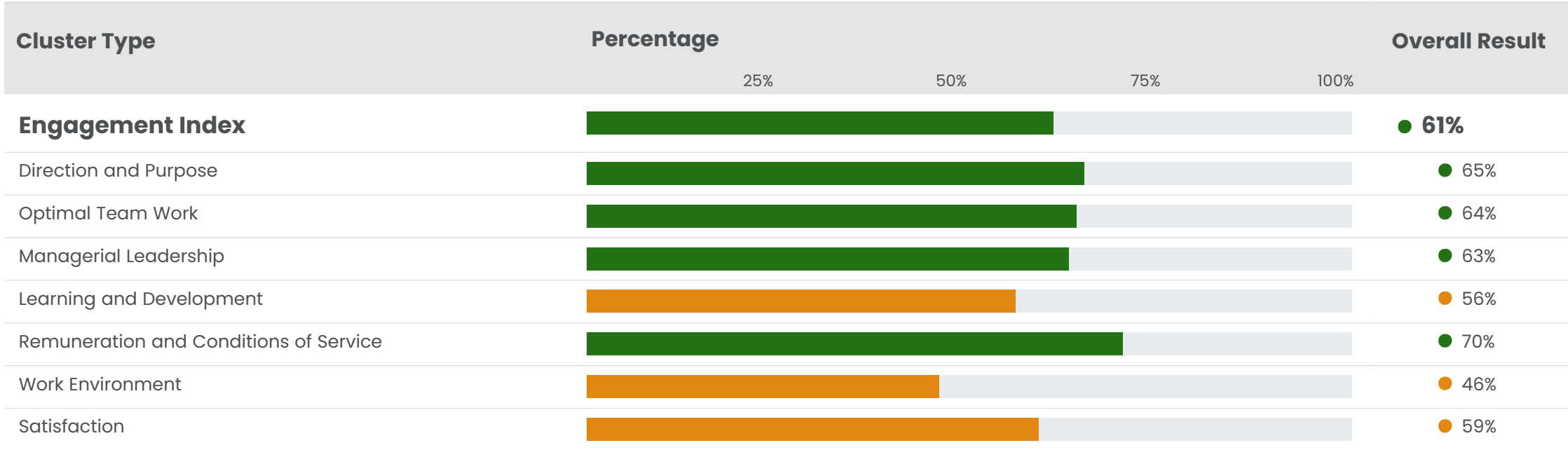
<span style="color: red;">●</span> <b>0 - 39.99 %</b>	Requires immediate attention
<span style="color: orange;">●</span> <b>40 - 59.99 %</b>	Requires attention
<span style="color: green;">●</span> <b>60 - 79.99 %</b>	On Track
<span style="color: blue;">●</span> <b>80 - 100 %</b>	Well Done

## Overall Result

61 %

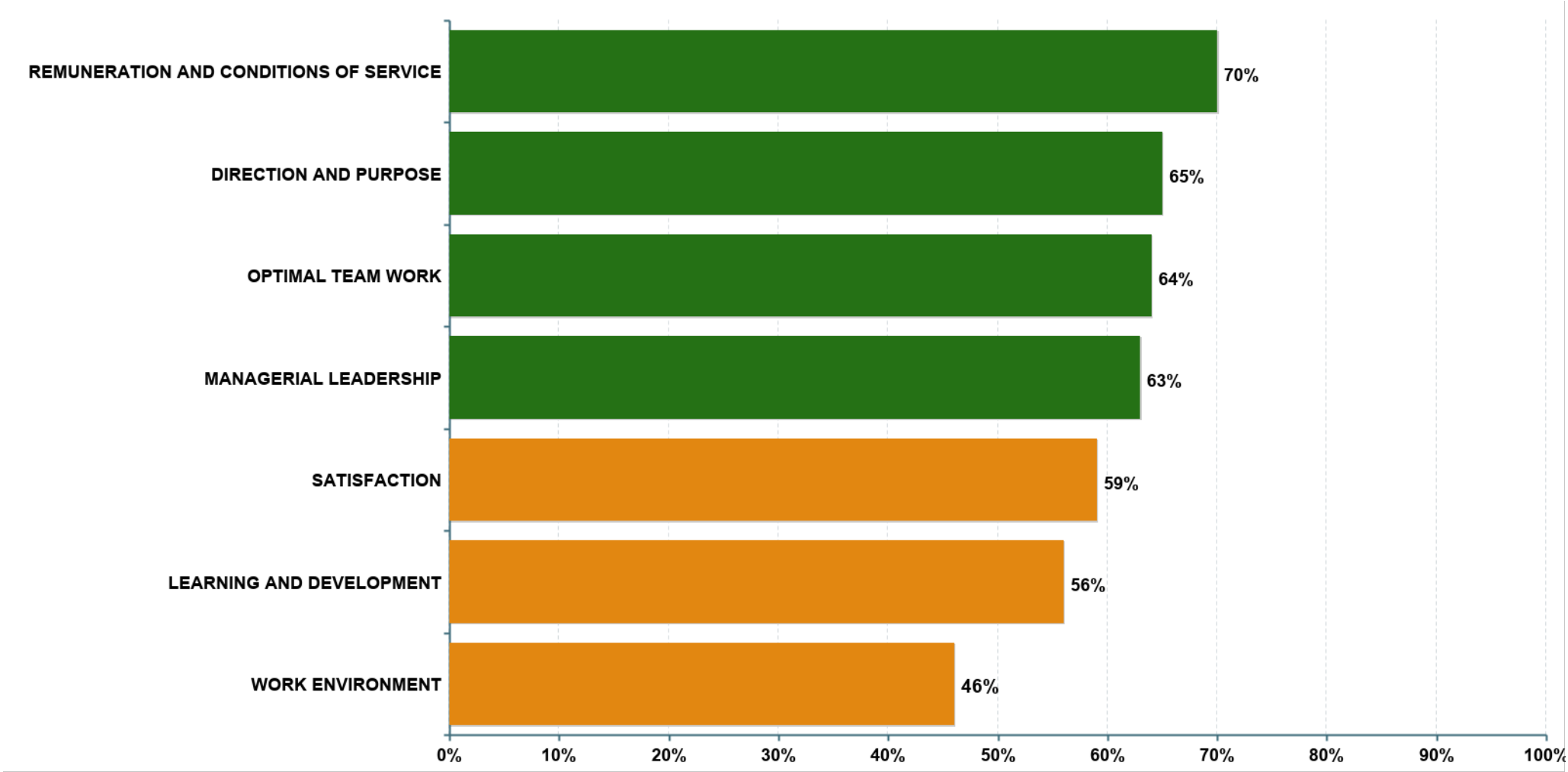
## Number of Participants

 10



## SUMMARY OF RESULTS

### IRIS Employee Engagement Survey Overall Result - 61 %



## SUMMARY OF RESULTS ...continued

Top 5 Questions Measured	Overall Results
I am familiar with the company's code of conduct	● 72%
I am aware of the conditions of employment	● 72%
People in my team treat each other with respect	● 68%
I am remunerated in accordance with the contribution I make to the business	● 68%
I understand the strategy and business vision	● 68%

Bottom 5 Questions Measured	Overall Results
I am made to feel that I am an important part of the company	● 54%
The organization invests in training and development	● 52%
Working remotely hasn't had any negative impact on my productivity	● 48%
The organisation provides me with adequate resources to do my work	● 46%
The processes put in place during Covid-19 supports a positive working experience	● 44%

# Section 1: Department Engagement Index

Dimension	Executive	Human Resources	Consultancy	Risk & Compliance
<b>Direction and Purpose</b>	● 93%	● 42%	● 50%	● 87%
- I understand the strategy and business vision	● 100%	● 40%	● 50%	● 90%
- The future of our business gets discussed with staff members on a regular basis	● 90%	● 40%	● 50%	● 100%
- The team gets included in making decisions that will affect us	● 90%	● 47%	● 50%	● 70%
<b>Optimal Team Work</b>	● 74%	● 45%	● 58%	● 88%
- In my team conflict gets resolved	● 80%	● 53%	● 50%	● 90%
- People in my team treat each other with respect	● 80%	● 40%	● 60%	● 90%
- I believe that everyone in my team is committed to the success of the team	● 70%	● 40%	● 60%	● 100%
- Everyone in my team understands what they are responsible for	● 80%	● 47%	● 60%	● 90%
- I can openly discuss my opinions with the people with whom I work	● 60%	● 47%	● 60%	● 70%
<b>Managerial Leadership</b>	● 80%	● 65%	● 48%	● 53%
- As a team we accept accountability for both our successes and failures	● 80%	● 53%	● 70%	● 50%
- I am being recognised for my contributions	● 80%	● 67%	● 40%	● 60%
- I am provided with honest feedback on my contributions and results	● 80%	● 73%	● 40%	● 50%
- I can manage the pressure associated with my job	● 80%	● 67%	● 40%	● 50%

# Engagement Index

Dimension	Executive	Human Resources	Consultancy	Risk & Compliance
<b>Learning and Development</b>	● 85%	● 47%	● 60%	● 40%
- The organization invests in training and development	● 80%	● 47%	● 60%	● 30%
- My personal development plan aligns with my career aspirations	● 90%	● 47%	● 60%	● 50%
<b>Remuneration and Conditions of Service</b>	● 65%	● 73%	● 55%	● 70%
- I am remunerated in accordance with the contribution I make to the business	● 70%	● 80%	● 30%	● 80%
- I am aware of the conditions of employment	● 60%	● 67%	● 70%	● 80%
- I am familiar with the company's code of conduct	● 70%	● 80%	● 60%	● 60%
- I am familiar with the company's policies, procedures and SOP's	● 60%	● 67%	● 60%	● 60%
<b>Work Environment</b>	● 67%	● 36%	● 43%	● 40%
- The organisation provides me with adequate resources to do my work	● 70%	● 33%	● 30%	● 40%
- Working remotely hasn't had any negative impact on my productivity	● 70%	● 27%	● 60%	● 50%
- The processes put in place during Covid-19 supports a positive working experience	● 60%	● 47%	● 40%	● 30%

# Engagement Index

Dimension	Executive	Human Resources	Consultancy	Risk & Compliance
<b>Satisfaction</b>	● 90%	● 48%	● 43%	● 55%
<b>SATISFACTION</b>	● 90%	● 53%	● 50%	● 70%
- My work gives me a feeling of personal accomplishment	● 90%	● 53%	● 50%	● 70%
<b>SATISFACTION</b>	● 100%	● 53%	● 50%	● 60%
- I find my work challenging but rewarding	● 100%	● 53%	● 50%	● 60%
<b>SATISFACTION</b>	● 90%	● 47%	● 30%	● 50%
- I am made to feel that I am an important part of the company	● 90%	● 47%	● 30%	● 50%
<b>SATISFACTION</b>	● 80%	● 40%	● 40%	● 40%
- I am proud to work for the organization	● 80%	● 40%	● 40%	● 40%



# Section 2: Age

## Engagement Index

Dimension	25-35	35-45	45-55	55-65
<b>Direction and Purpose</b>	● 47%	● 63%	● 80%	● 100%
- I understand the strategy and business vision	● 50%	● 64%	● 80%	● 100%
- The future of our business gets discussed with staff members on a regular basis	● 40%	● 68%	● 80%	● 100%
- The team gets included in making decisions that will affect us	● 50%	● 56%	● 80%	● 100%
<b>Optimal Team Work</b>	● 48%	● 64%	● 76%	● 84%
- In my team conflict gets resolved	● 60%	● 68%	● 60%	● 80%
- People in my team treat each other with respect	● 50%	● 64%	● 80%	● 80%
- I believe that everyone in my team is committed to the success of the team	● 40%	● 68%	● 80%	● 80%
- Everyone in my team understands what they are responsible for	● 50%	● 64%	● 80%	● 100%
- I can openly discuss my opinions with the people with whom I work	● 40%	● 56%	● 80%	● 80%
<b>Managerial Leadership</b>	● 78%	● 53%	● 60%	● 75%
- As a team we accept accountability for both our successes and failures	● 60%	● 56%	● 80%	● 80%
- I am being recognised for my contributions	● 80%	● 56%	● 60%	● 60%
- I am provided with honest feedback on my contributions and results	● 90%	● 48%	● 60%	● 80%
- I can manage the pressure associated with my job	● 80%	● 52%	● 40%	● 80%
<b>Learning and Development</b>	● 55%	● 52%	● 40%	● 100%
- The organization invests in training and development	● 60%	● 44%	● 40%	● 100%
- My personal development plan aligns with my career aspirations	● 50%	● 60%	● 40%	● 100%

# Engagement Index

Dimension	25-35	35-45	45-55	55-65
<b>Remuneration and Conditions of Service</b>	● 95%	● 50%	● 80%	● 80%
- I am remunerated in accordance with the contribution I make to the business	● 100%	● 56%	● 20%	● 100%
- I am aware of the conditions of employment	● 90%	● 52%	● 100%	● 80%
- I am familiar with the company's code of conduct	● 100%	● 48%	● 100%	● 80%
- I am familiar with the company's policies, procedures and SOP's	● 90%	● 44%	● 100%	● 60%
<b>Work Environment</b>	● 33%	● 39%	● 67%	● 80%
- The organisation provides me with adequate resources to do my work	● 30%	● 40%	● 40%	● 80%
- Working remotely hasn't had any negative impact on my productivity	● 20%	● 40%	● 100%	● 100%
- The processes put in place during Covid-19 supports a positive working experience	● 50%	● 36%	● 60%	● 60%
<b>Satisfaction</b>	● 55%	● 49%	● 65%	● 100%
<b>SATISFACTION</b>	● 60%	● 56%	● 80%	● 100%
- My work gives me a feeling of personal accomplishment	● 60%	● 56%	● 80%	● 100%
<b>SATISFACTION</b>	● 50%	● 60%	● 80%	● 100%
- I find my work challenging but rewarding	● 50%	● 60%	● 80%	● 100%
<b>SATISFACTION</b>	● 60%	● 44%	● 40%	● 100%
- I am made to feel that I am an important part of the company	● 60%	● 44%	● 40%	● 100%
<b>SATISFACTION</b>	● 50%	● 36%	● 60%	● 100%
- I am proud to work for the organization	● 50%	● 36%	● 60%	● 100%

# Section 3: Length of Service

## Engagement Index

Dimension	1-3 years	3-5 years	5-7 years	7-10 years	more than 10 years
<b>Direction and Purpose</b>	● 80%	● 73%	● 64%	● 27%	● 93%
- I understand the strategy and business vision	● 80%	● 80%	● 67%	● 20%	● 100%
- The future of our business gets discussed with staff members on a regular basis	● 80%	● 60%	● 73%	● 30%	● 90%
- The team gets included in making decisions that will affect us	● 80%	● 80%	● 53%	● 30%	● 90%
<b>Optimal Team Work</b>	● 76%	● 76%	● 72%	● 30%	● 74%
- In my team conflict gets resolved	● 60%	● 100%	● 73%	● 30%	● 80%
- People in my team treat each other with respect	● 80%	● 80%	● 73%	● 20%	● 80%
- I believe that everyone in my team is committed to the success of the team	● 80%	● 60%	● 80%	● 30%	● 70%
- Everyone in my team understands what they are responsible for	● 80%	● 80%	● 73%	● 30%	● 80%
- I can openly discuss my opinions with the people with whom I work	● 80%	● 60%	● 60%	● 40%	● 60%
<b>Managerial Leadership</b>	● 60%	● 55%	● 47%	● 70%	● 80%
- As a team we accept accountability for both our successes and failures	● 80%	● 20%	● 53%	● 70%	● 80%
- I am being recognised for my contributions	● 60%	● 60%	● 47%	● 70%	● 80%
- I am provided with honest feedback on my contributions and results	● 60%	● 80%	● 40%	● 70%	● 80%
- I can manage the pressure associated with my job	● 40%	● 60%	● 47%	● 70%	● 80%

# Engagement Index

Dimension	1-3 years	3-5 years	5-7 years	7-10 years	more than 10 years
<b>Learning and Development</b>	● 40%	● 90%	● 53%	● 25%	● 85%
- The organization invests in training and development	● 40%	● 100%	● 47%	● 20%	● 80%
- My personal development plan aligns with my career aspirations	● 40%	● 80%	● 60%	● 30%	● 90%
<b>Remuneration and Conditions of Service</b>	● 80%	● 90%	● 57%	● 65%	● 65%
- I am remunerated in accordance with the contribution I make to the business	● 20%	● 100%	● 67%	● 70%	● 70%
- I am aware of the conditions of employment	● 100%	● 80%	● 67%	● 60%	● 60%
- I am familiar with the company's code of conduct	● 100%	● 100%	● 47%	● 70%	● 70%
- I am familiar with the company's policies, procedures and SOP's	● 100%	● 80%	● 47%	● 60%	● 60%
<b>Work Environment</b>	● 67%	● 47%	● 33%	● 30%	● 67%
- The organisation provides me with adequate resources to do my work	● 40%	● 40%	● 33%	● 30%	● 70%
- Working remotely hasn't had any negative impact on my productivity	● 100%	● 20%	● 40%	● 30%	● 70%
- The processes put in place during Covid-19 supports a positive working experience	● 60%	● 80%	● 27%	● 30%	● 60%

# Engagement Index

Dimension	1-3 years	3-5 years	5-7 years	7-10 years	more than 10 years
<b>Satisfaction</b>	● 65%	● 90%	● 43%	● 28%	● 90%
<b>SATISFACTION</b>	● 80%	● 100%	● 53%	● 30%	● 90%
- My work gives me a feeling of personal accomplishment	● 80%	● 100%	● 53%	● 30%	● 90%
<b>SATISFACTION</b>	● 80%	● 80%	● 47%	● 40%	● 100%
- I find my work challenging but rewarding	● 80%	● 80%	● 47%	● 40%	● 100%
<b>SATISFACTION</b>	● 40%	● 100%	● 40%	● 20%	● 90%
- I am made to feel that I am an important part of the company	● 40%	● 100%	● 40%	● 20%	● 90%
<b>SATISFACTION</b>	● 60%	● 80%	● 33%	● 20%	● 80%
- I am proud to work for the organization	● 60%	● 80%	● 33%	● 20%	● 80%

## Section 4: Qualitative Feedback

### IRIS does well at:

- Developing employees and providing opportunities for growth
- Enhancing employee wellness
- Partnering with companies to supply a complete solution to their clients. IRIS also supports well-being, which to me is extremely important as I value work-life balance.
- Promoting employee wellness
- Providing opportunities for growth
- Providing opportunities for personal growth and development
- Staff Engagement
- Supporting individual growth and development
- Training and development

**IRIS could do better in:**

- Communicating new developments across departments
- Company culture and team building
- Employee engagement
- Hosting team building events
- Organizing team building events per department
- Providing more training programs
- Putting staff interest first and promoting work life balance
- Staff Engagement and Team building
- Team Building Events

**IRIS should stop doing:**

- Last minute deadlines due to poor communication
- Long hour Meetings
- Meetings
- N/A
- Nothing I can think of
- Poor Communication
- Putting unnecessary pressure on staff due to lack of planning and communication
- So many meetings

**IRIS should consider doing more of:**

- Employee development opportunities
- Employee Engagement
- IRIS is overall a great company to work for
- Providing opportunities for growth for internal staff
- Social events every now and then to keep the team spirit high
- Team Building Events
- Team building sessions where we get to know new team members. IRIS should also consider a hybrid working solution for some of the office-based staff.
- Teambuilding sessions