

Engagement Survey 2021 - SONAR Report BESIX Environment

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Methodology



SONAR Model

Behaviours

STRESS

MOTIVATION

ABSENTEEISM

WORK-LIFE BALANCE

TURNOVER

BULLYING

AGRESSION

UNWANTED SEXUAL
CONDUCT AT WORK

DISCRIMINATION



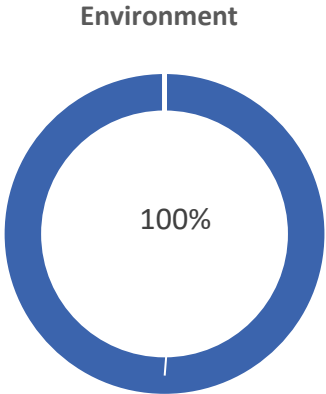
- SONAR refers to the device used to detect what is underwater
- On the surface, we observe various **behaviours** e.g. stress, lack of motivation etc, but we do not know the causes
- With the 29 **SONAR questions**, we can explore the underlying risks and evaluate if they influence positively / negatively the behaviours and hence the well-being of our staff members

Scan results



BESIX Environment

Response Rate

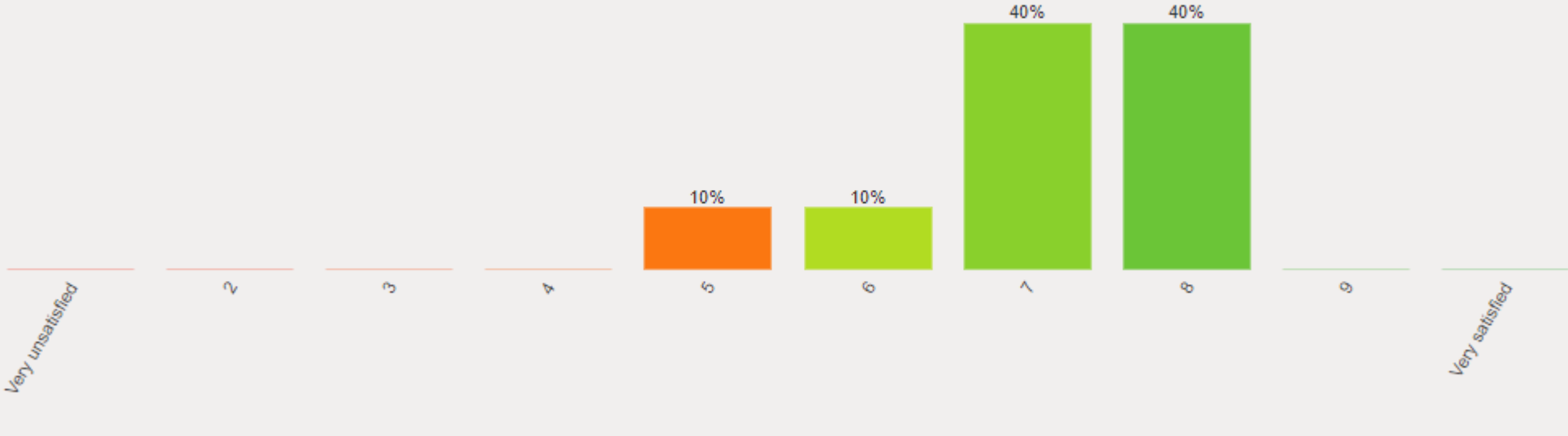


Satisfaction & Net Promoter Score



Satisfaction score

Taking everything into account, how satisfied are you with your current job position?

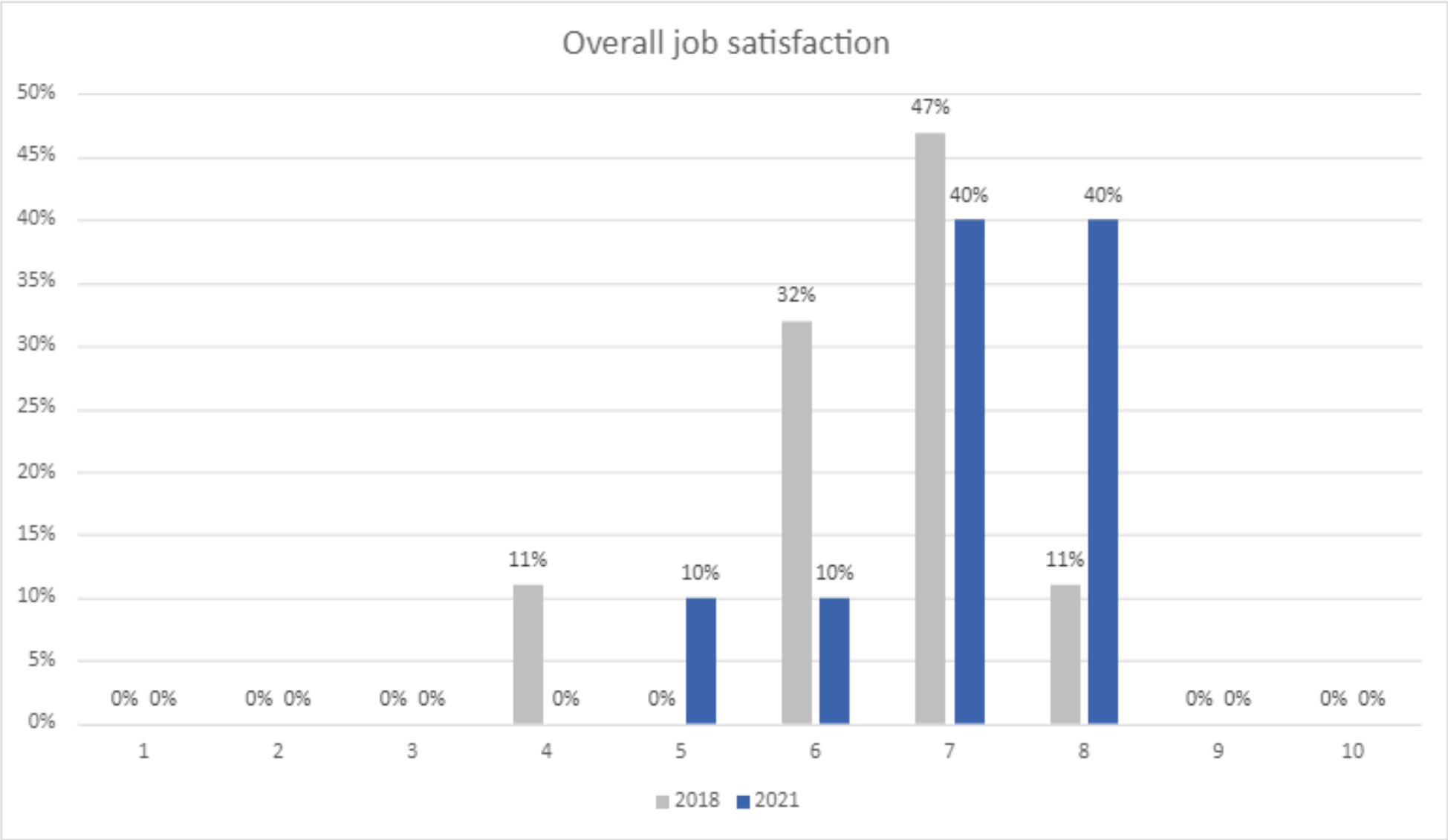


N 10

92%

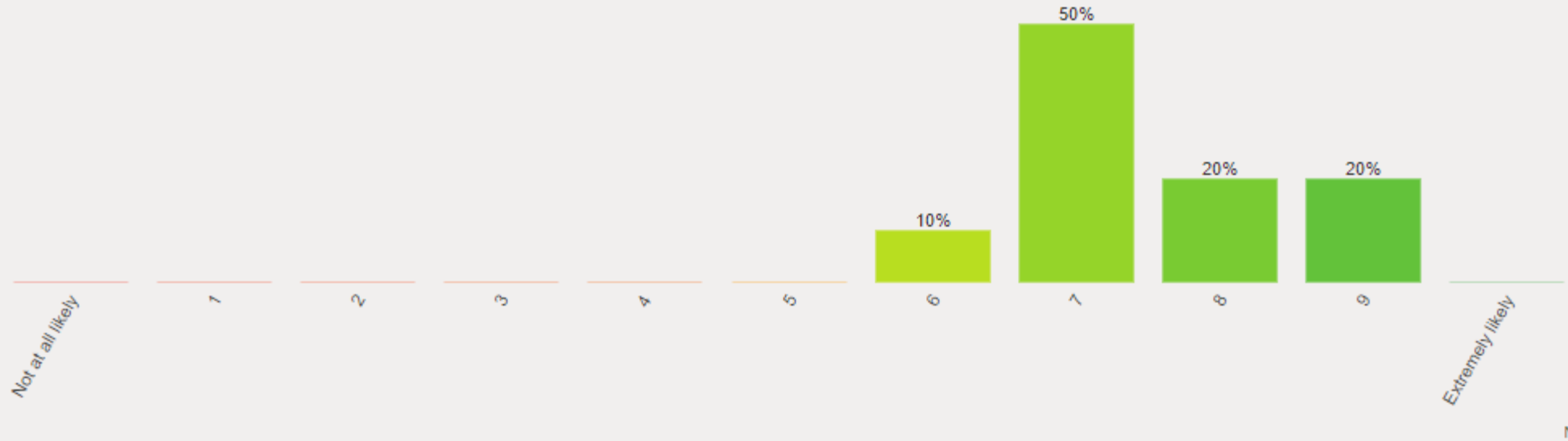
Overall job satisfaction

Satisfaction
2018 >< 2021



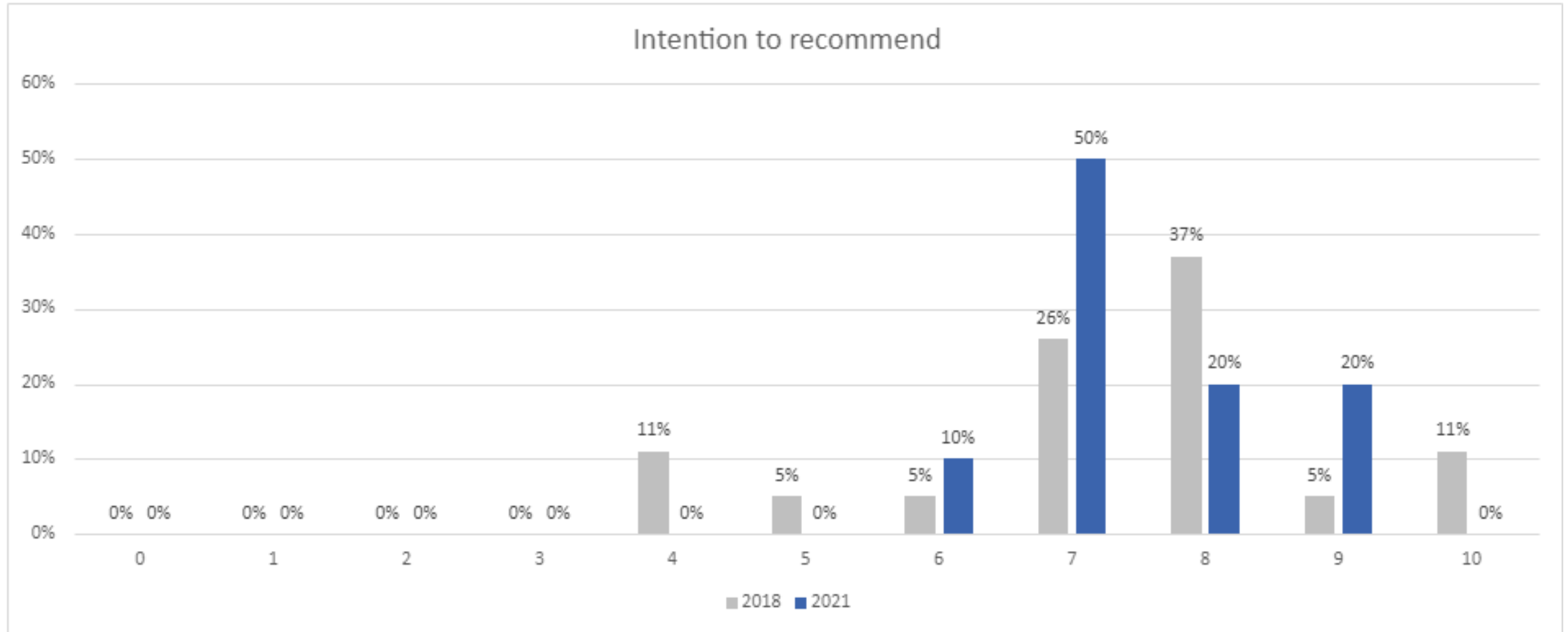
NPS Score

Based on your experience with your company, how likely are you to recommend your company to friends or acquaintances currently looking for work?



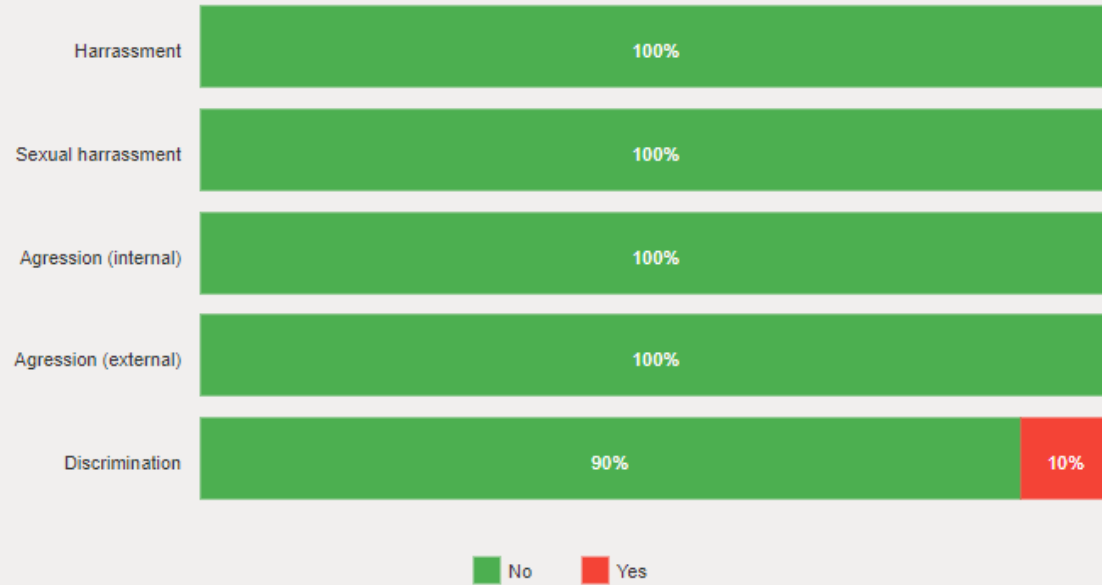
97%

NPS Score 2018 >< 2021



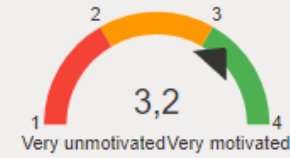
Well-being Indicators

Unwanted Behavior At Work



N 10

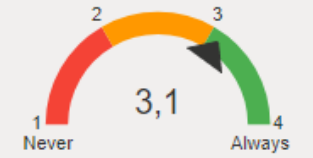
Motivation



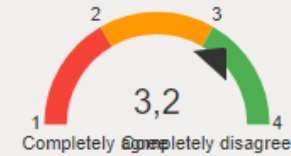
Stress



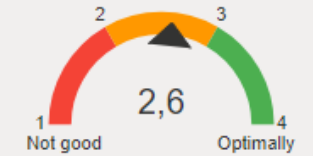
Coping stress



Intention to leave



Work Life Balance



N 10

Psychosocial risks

Labour organisation



↓ Job security

Job content



↓ Variation

↓ Work pressure

Terms of employment



↓ Remuneration

↓ Holiday, working regime

Workplace conditions



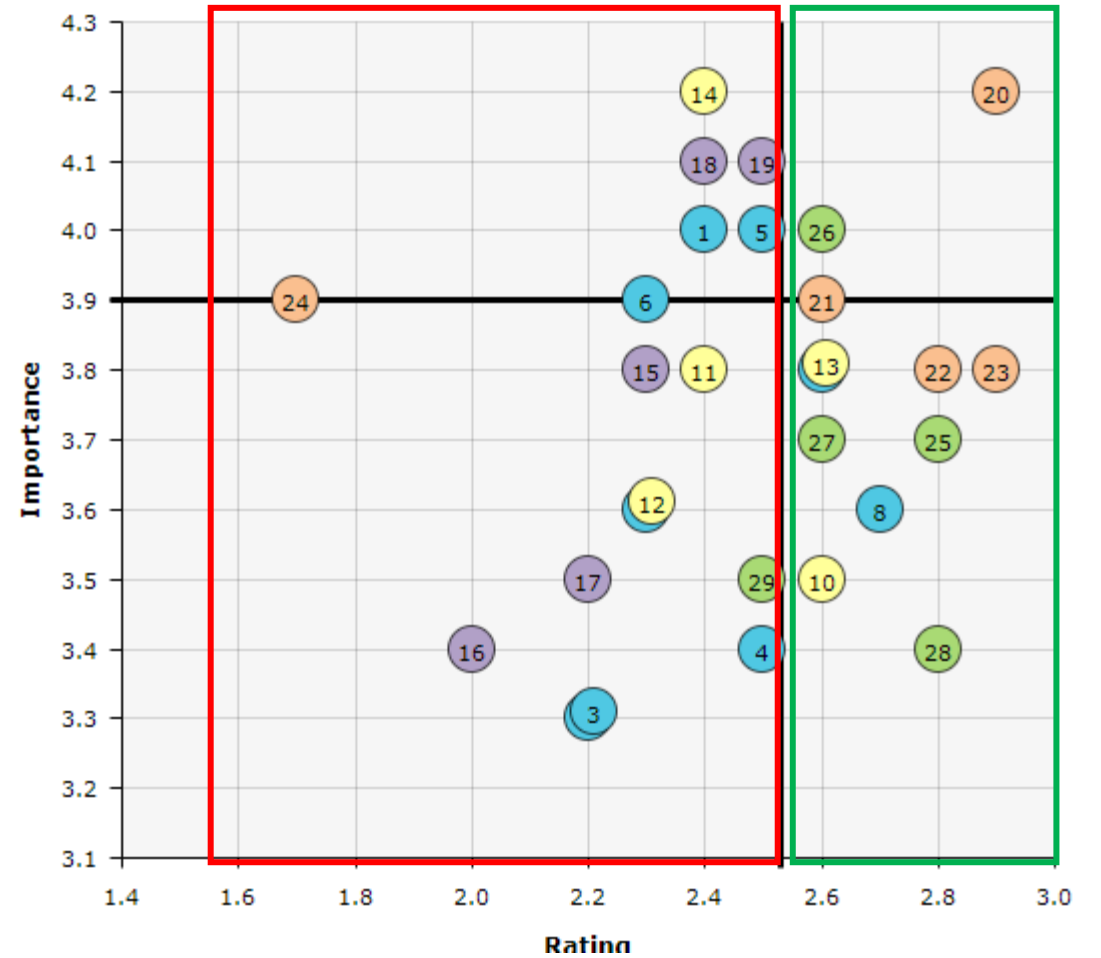
Safety ↑

Job related interpersonal relations



Support of superior ↑

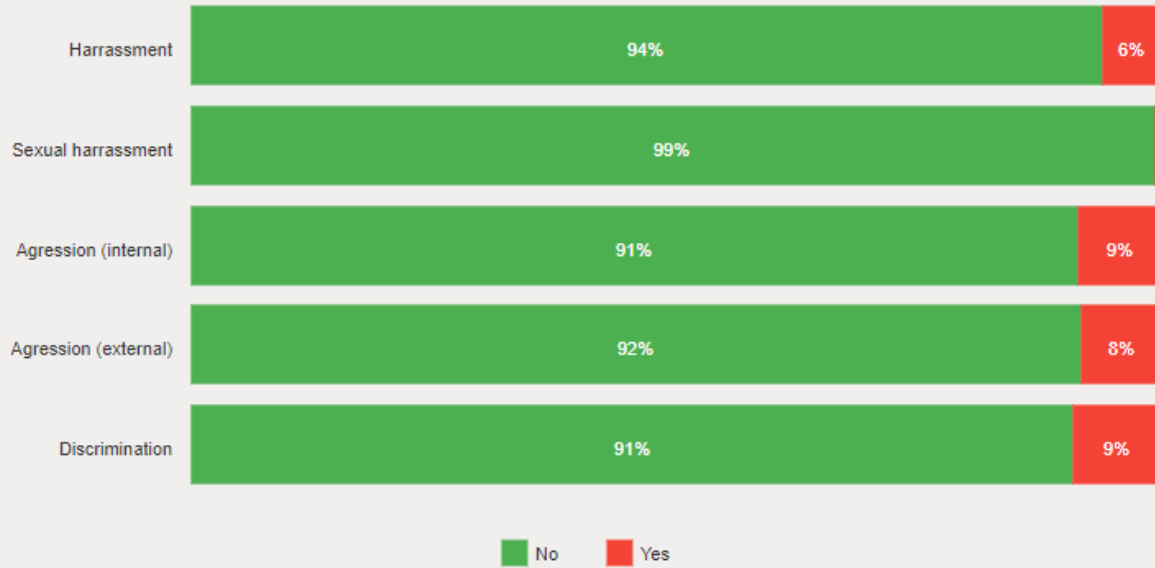
	N = 10	Rating	Importance	
Job content	1. Variation in the work	2.4	4	
	2. Division of tasks	2.2	3.3	❶
	3. Work procedures	2.2	3.3	❶
	4. Level of difficulty	2.5	3.4	
	5. Job pressure	2.5	4	
	6. Mental strain due to the work	2.3	3.9	
	7. Emotional strain due to the work	2.3	3.6	❶
	8. Physical strain due to the work	2.7	3.6	
	9. Independence in the work	2.6	3.8	❶
Work organisation	10. Clear organisational structure	2.6	3.5	
	11. Say in the organisation	2.4	3.8	
	12. Policy organisation	2.3	3.6	❶
	13. Organisational culture	2.6	3.8	❶
	14. Work and job security	2.4	4.2	
Work conditions	15. Training opportunities	2.3	3.8	
	16. Career opportunities	2	3.4	
	17. Evaluation procedures	2.2	3.5	
	18. Remuneration	2.4	4.1	
	19. Holiday, working regime	2.5	4.1	
Job situations	20. Safety	2.9	4.2	
	21. Work equipment	2.6	3.9	
	22. Noise	2.8	3.8	
	23. Lighting	2.9	3.8	
	24. Climate control and ventilation	1.7	3.9	
Job relations	25. Support and appreciation of colleagues	2.8	3.7	
	26. Support and appreciation from manager	2.6	4	
	27. Atmosphere at work	2.6	3.7	
	28. Contact with external parties at work	2.8	3.4	
	29. Communication and expectations	2.5	3.5	



BESIX GROUP RESULTS

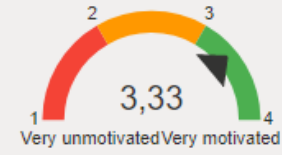
Well-being Indicators

Unwanted Behavior At Work



N 2,8k

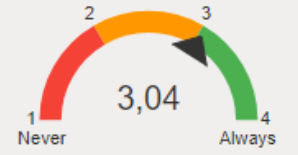
Motivation



Stress



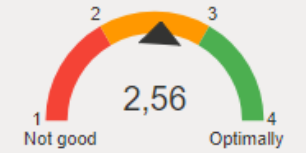
Coping stress



Intention to leave



Work Life Balance



N 2,56k

Psychosocial risks

Labour organisation



Structure ↑ Say ↓
Job security ↑

Job content



Variation ↑ Mental strain ↓
Independence ↑

Terms of employment



Holiday, working regime ↑ Training ↓
Career Opportunities ↓
Evaluations ↓
Remuneration ↓

Workplace conditions



Safety ↑
Work equipment ↑

Job related interpersonal relations

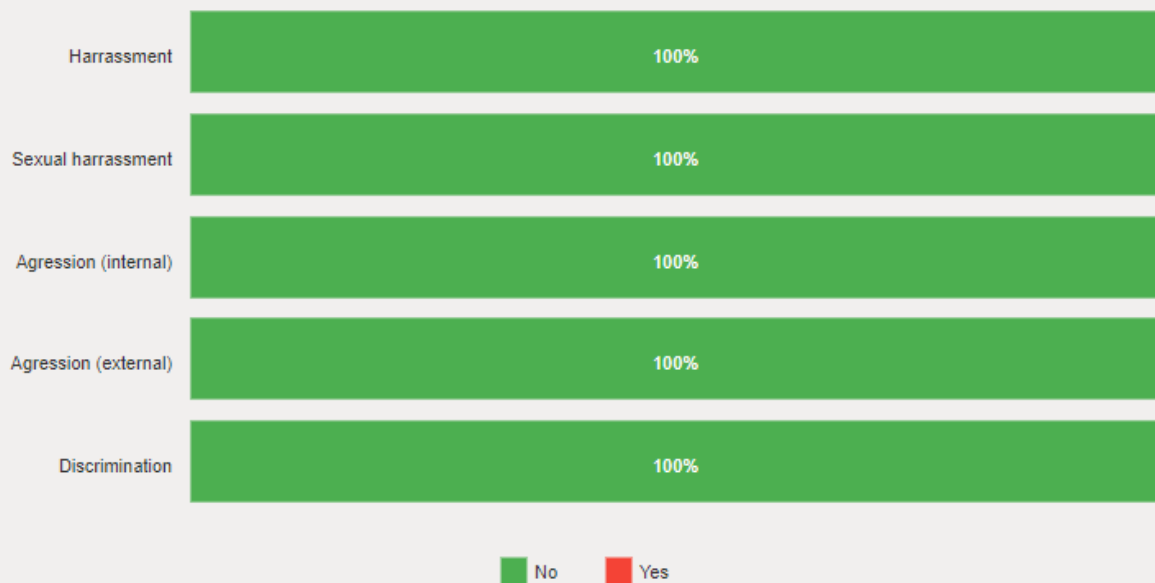


Support of colleagues ↑
Support of superior ↑

Results Non-Manager



Unwanted Behavior At Work



N 8

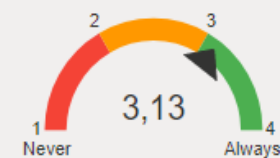
Motivation



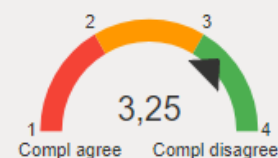
Stress



Coping stress



Intention to leave



Work Life Balance



N 8

Psychosocial risks

Labour organisation



↓ Job security

Job content



↓ Variation
↓ Work pressure

Terms of employment



↓ Holiday, working regime

Workplace conditions



Safety ↑

Job related interpersonal relations



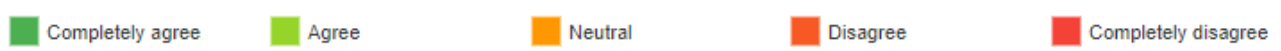
Results Module Change



Department
Company



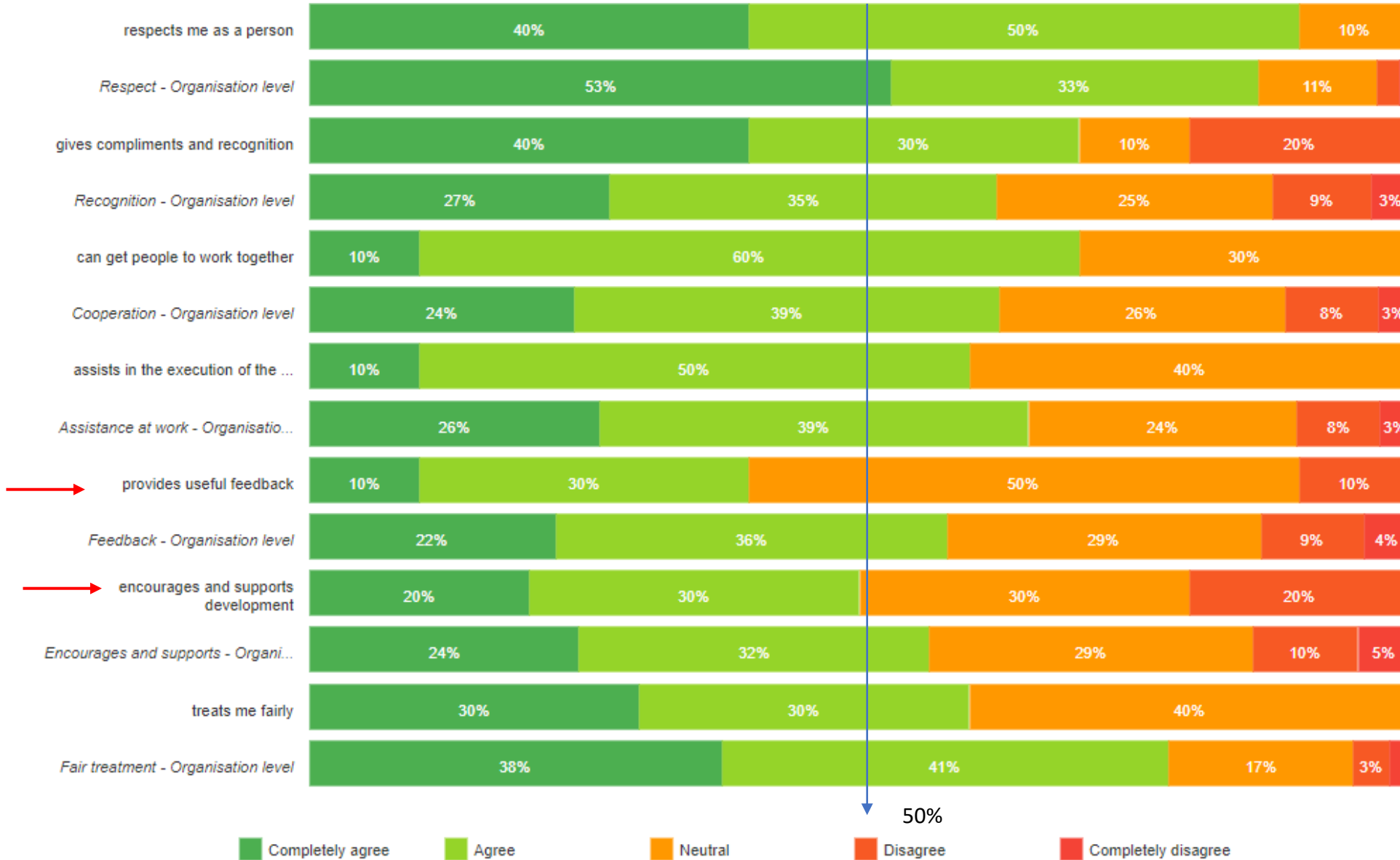
50%



Results Module Leadership



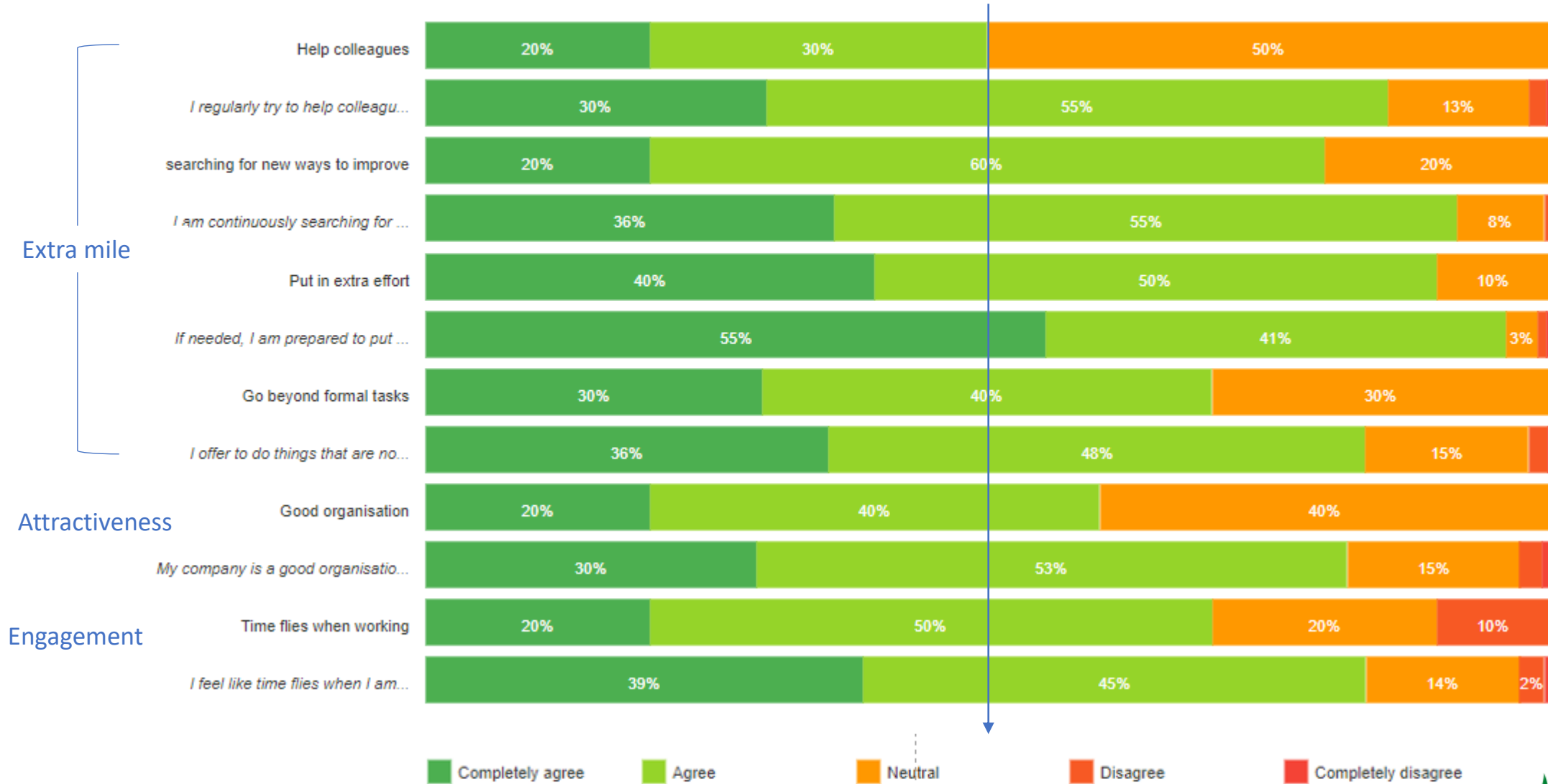
My manager...



Results Extra Module

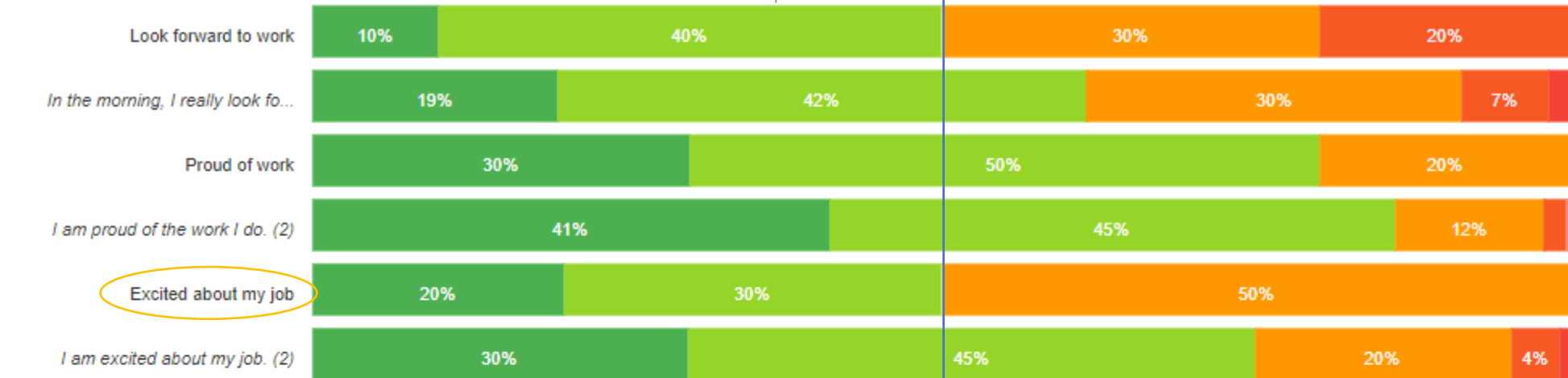


The following statements relate to your daily work in our company. To what extent do you agree with these statements?

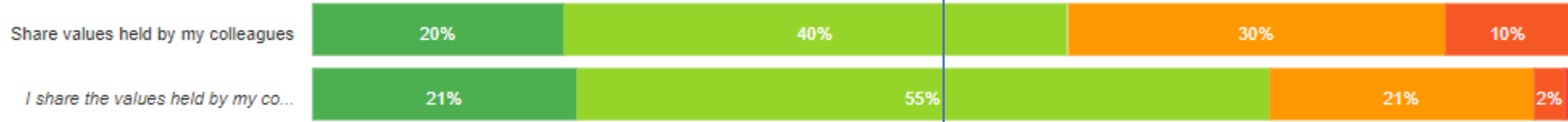


The following statements relate to your daily work in our company. To what extent do you agree with these statements?

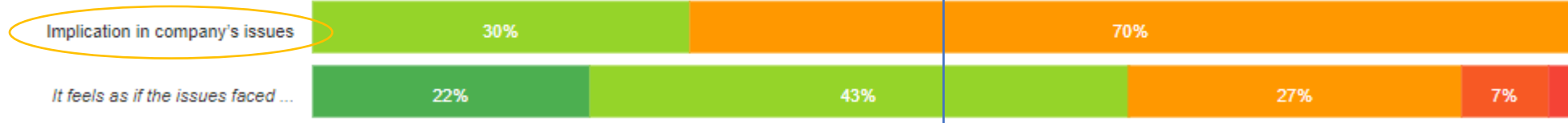
Engagement



Culture



Organisational commitment



Retention



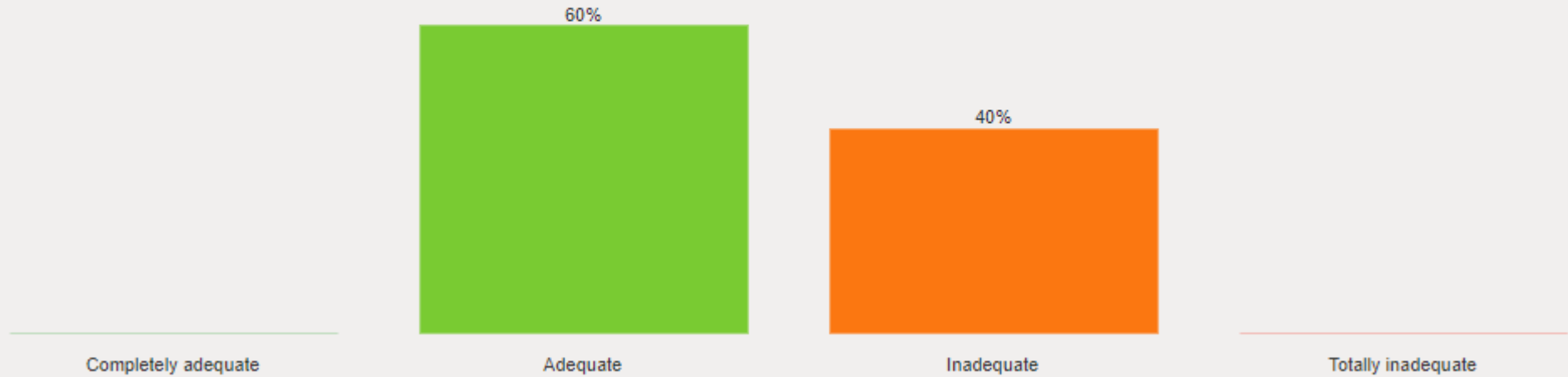
■ Completely agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Completely disagree



Covid



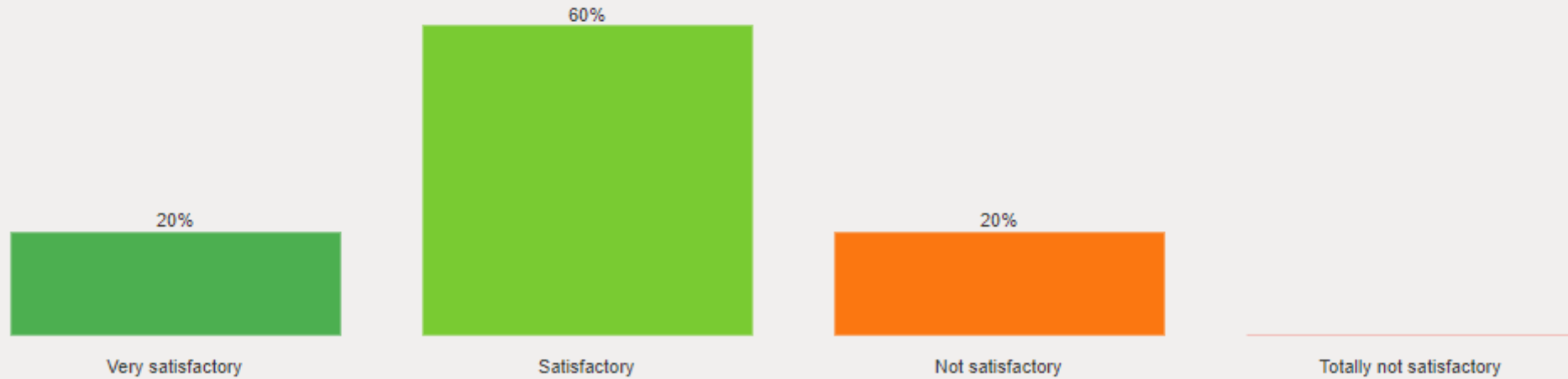
In the context of the Covid-19 pandemic, your company implemented sanitary measures in your workplace. Do you feel that these measures are adequate to keep you safe?



N 10

94%

Still in the context of the Covid-19 pandemic, working measures (support from the manager, clarity of tasks, IT tools, etc.) have been taken. Do you consider these measures satisfactory to be able to continue working smoothly?




N 10

93%

Conclusions – Action plans & Timeline



What should we learn from the results of this survey?

- Proud to have such good results for the Engagement Survey 2021 
- People remain engaged and satisfied of their work/department and company
- NPS **Active** promotor score ++
- Environment entity has less resources than average to increase the well-being of their employees
- Less good scores are globally linked with:
 - Work pressure (mental strain) & job security
 - Implication in intern communication – feedback (WHY issues)
 - Support and development from leaders

Action could be decided on those priorities

- Manager population (N2) → discrimination

Timeline Risk & Engagement Survey 2021

Individual presentation of the results to Entities and departments



Consolidation of the action plans and translate them into clear objectives for 2022 / 2023



10-11/2021

12-2021

Mid-2022

As from 05/10

Action plans to be taken following results



Group overall + Local

Measuring the progress of the actions implemented begin 2022



Thank you 😊

