

Engagement Survey 2021 – SONAR Report BESIX France

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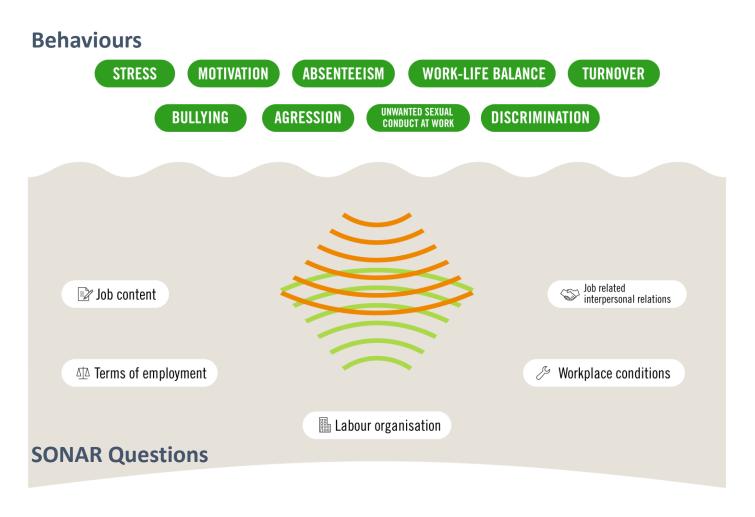


Methodology





SONAR Model



- 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

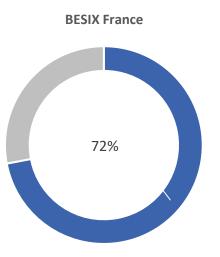


Scan results





Response Rate: 51 participants



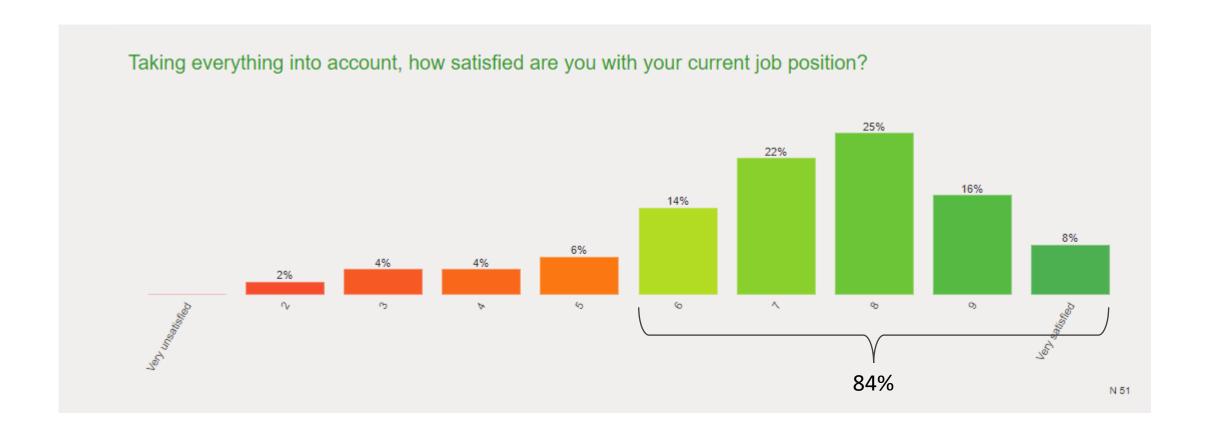
BESIX France 27% 1% 72%

Satisfaction & Net Promoter Score



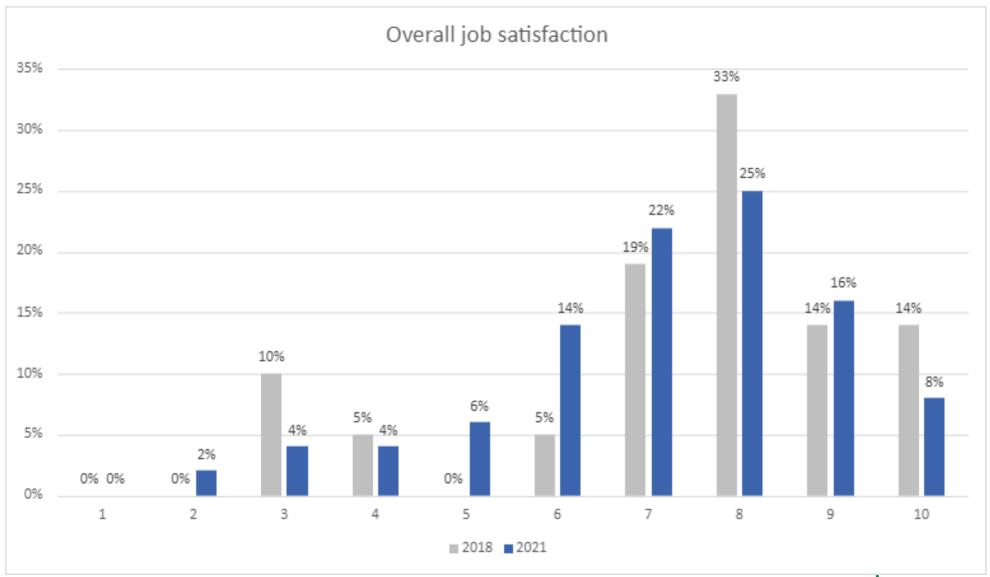


Satisfaction score





Satisfaction score 2018 >< 2021



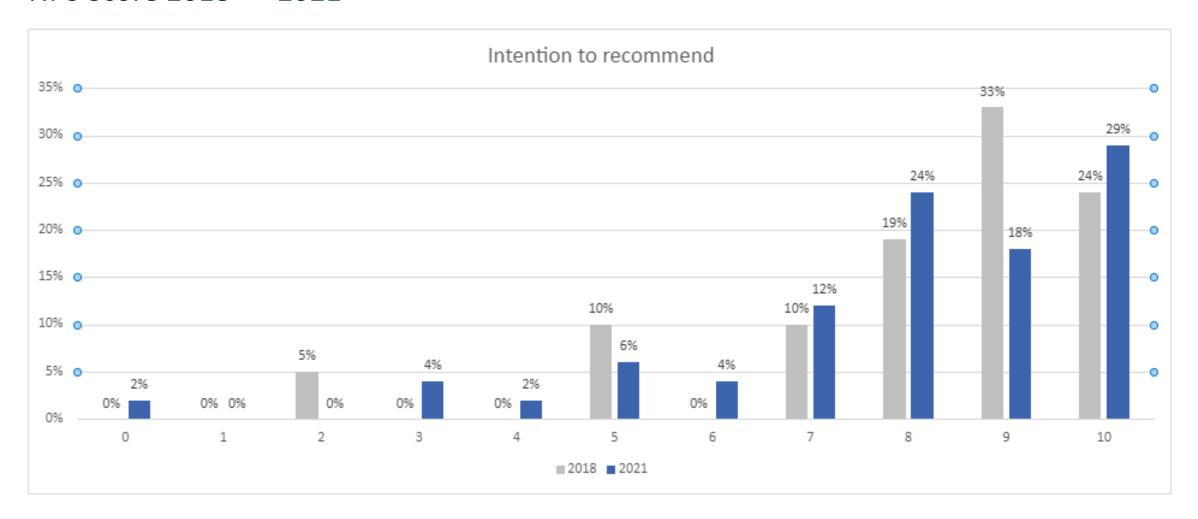


NPS Score



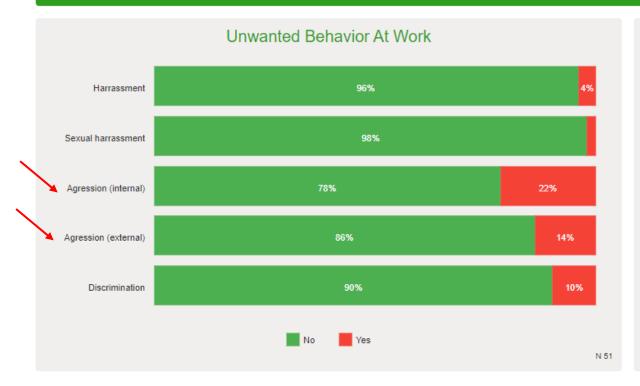


NPS Score 2018 >< 2021





Well-being Indicators

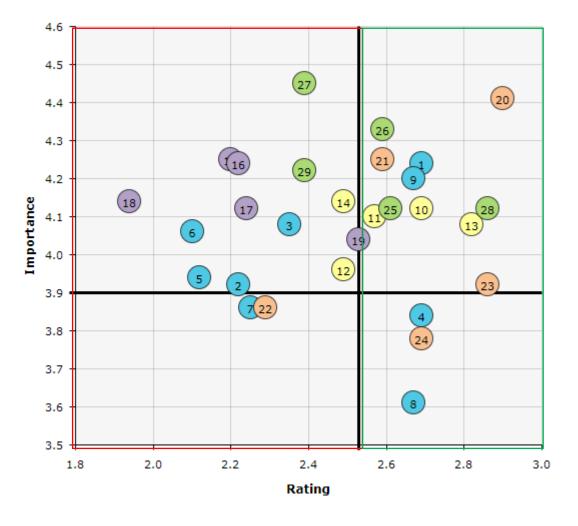




Psychosocial risks



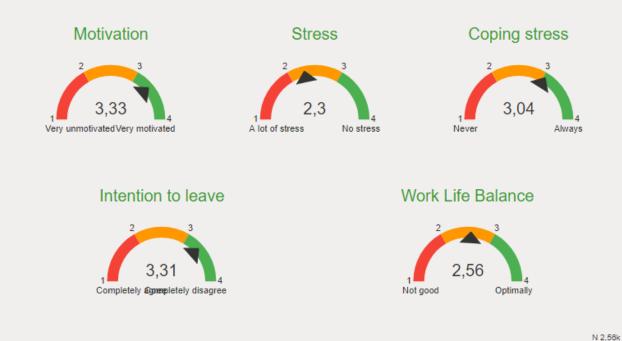
Job content	Variation in the work
	2. Division of tasks
	3. Work procedures
	4. Level of difficulty
	5. Job pressure
	6. Mental strain due to the work
	7. Emotional strain due to the work
	8. Physical strain due to the work
	9. Independence in the work
Work organisation	10. Clear organisational structure
	11. Say in the organisation
	12. Policy organisation
	13. Organisational culture
	14. Work and job security
Work	15. Training opportunities
	16. Career opportunities
	17. Evaluation procedures
	18. Remuneration
	19. Holiday, working regime
Job situations	20. Safety
	21. Work equipment
	22. Noise
	23. Lighting
	24. Climate control and ventilation
Job relations	25. Support and appreciation of colleagues
	26. Support and appreciation from manager
	27. Atmosphere at work
	28. Contact with external parties at work
	29. Communication and expectations



BESIX GROUP RESULTS

Well-being Indicators





Psychosocial risks



Results Manager >< Non-Manager





Managers

Well-being Indicators

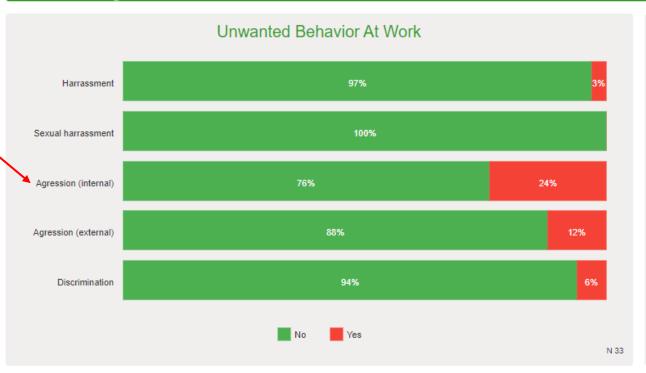


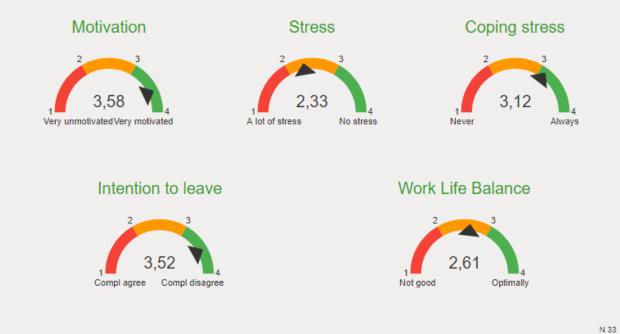




No Managers

Well-being Indicators





Psychosocial risks



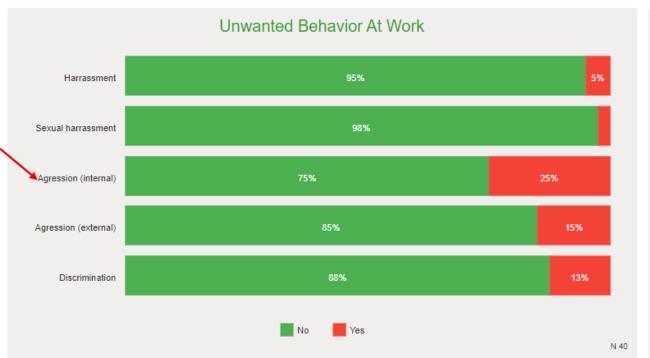
Results Man >< Woman







Well-being Indicators





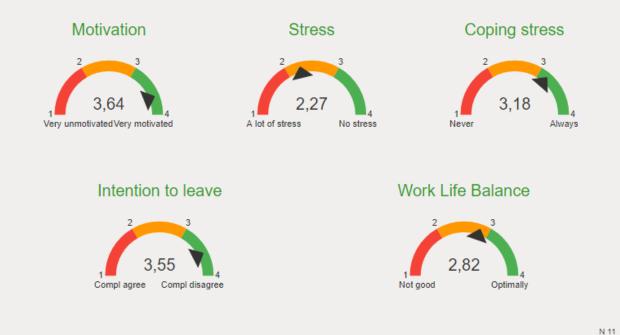
Psychosocial risks





Well-being Indicators





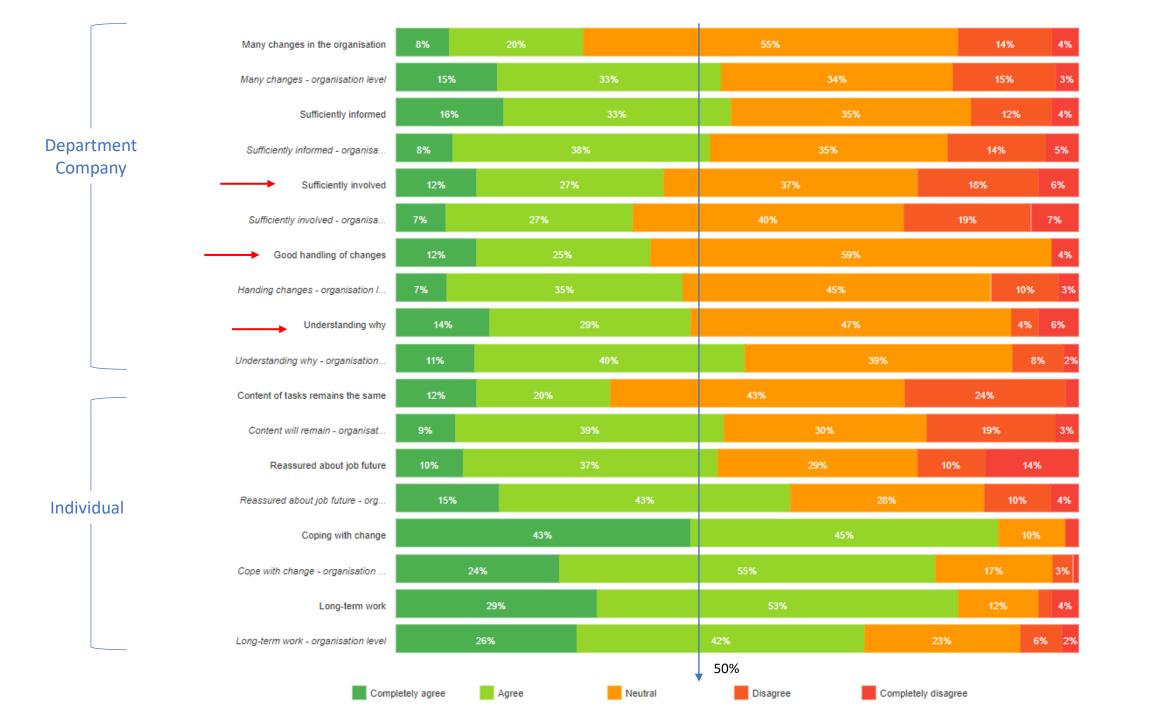
Psychosocial risks



Results Module Change



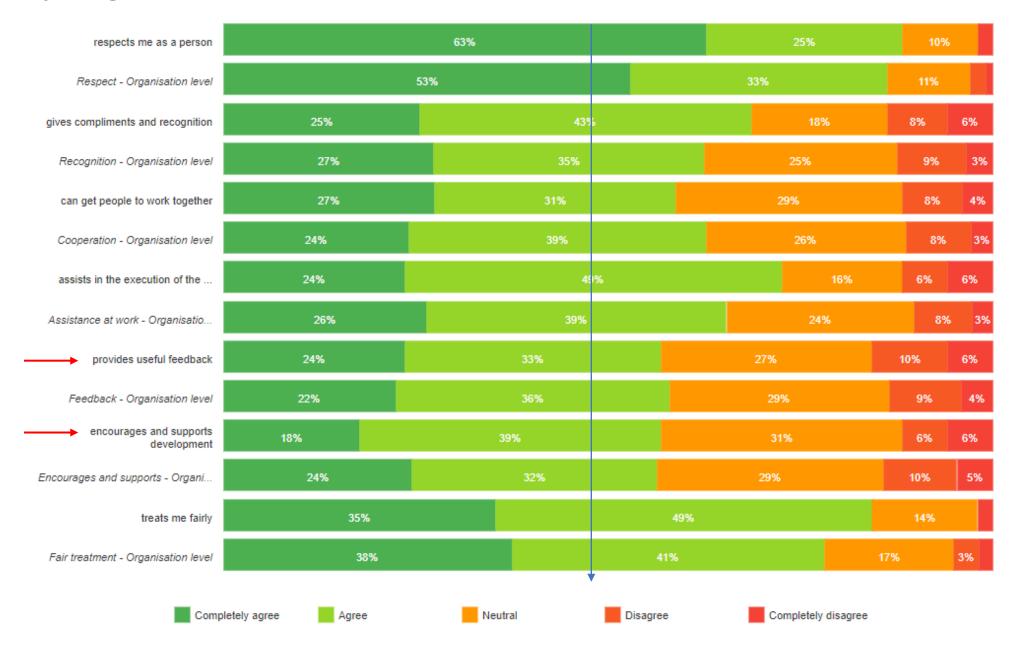




Results Module Leadership





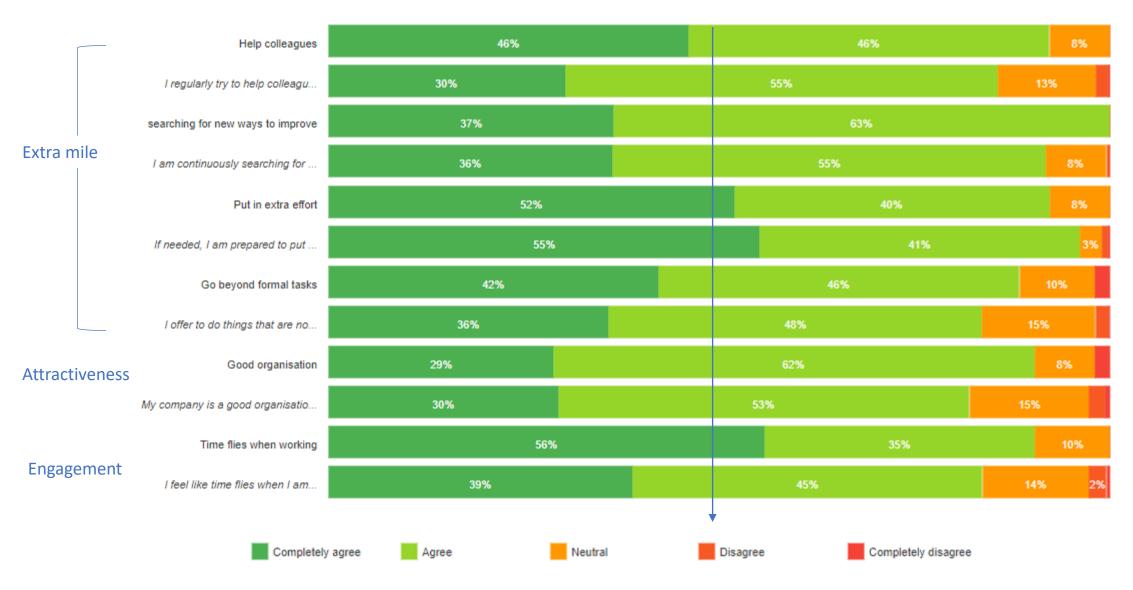


Results Extra Module

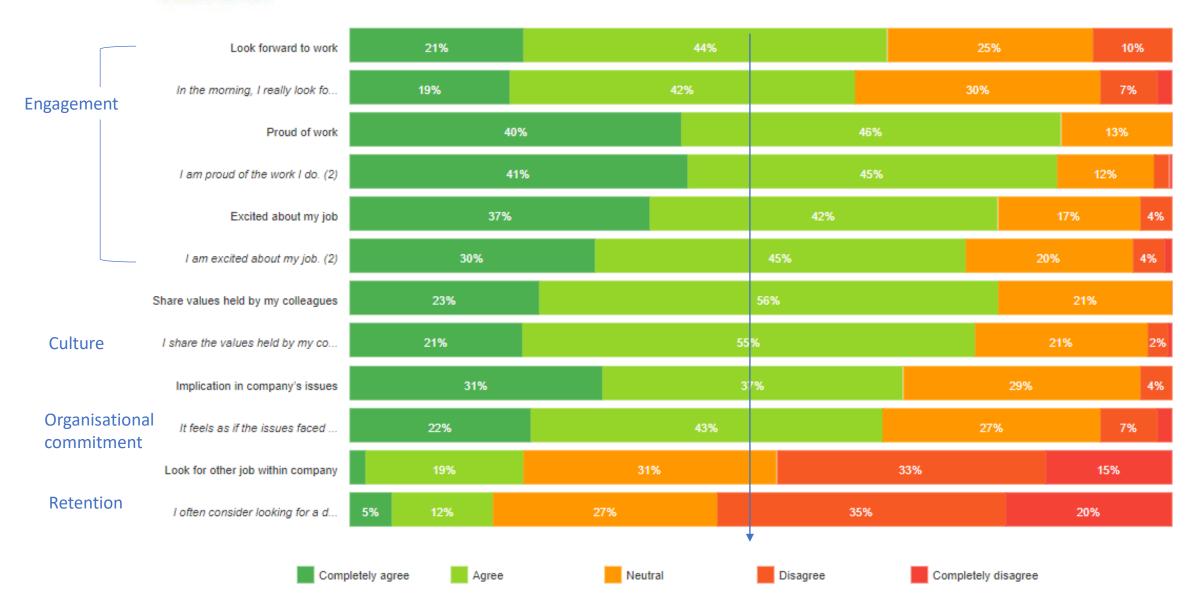




The following statements relate to your daily work in our company. To what extent do you agree with these statements?



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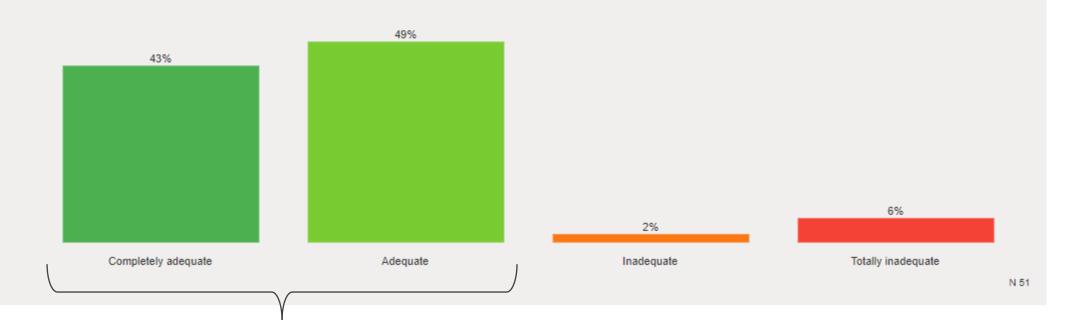


Covid



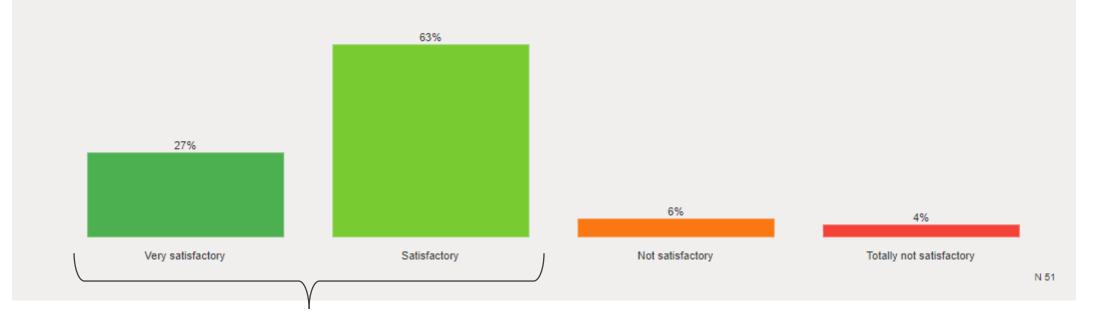


In the context of the Covid-19 pandemic, your company implemented sanitary measures in your workplace. Do you feel that these measures are adequate to keep you safe?





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?





Conclusions – Action plans & Timeline

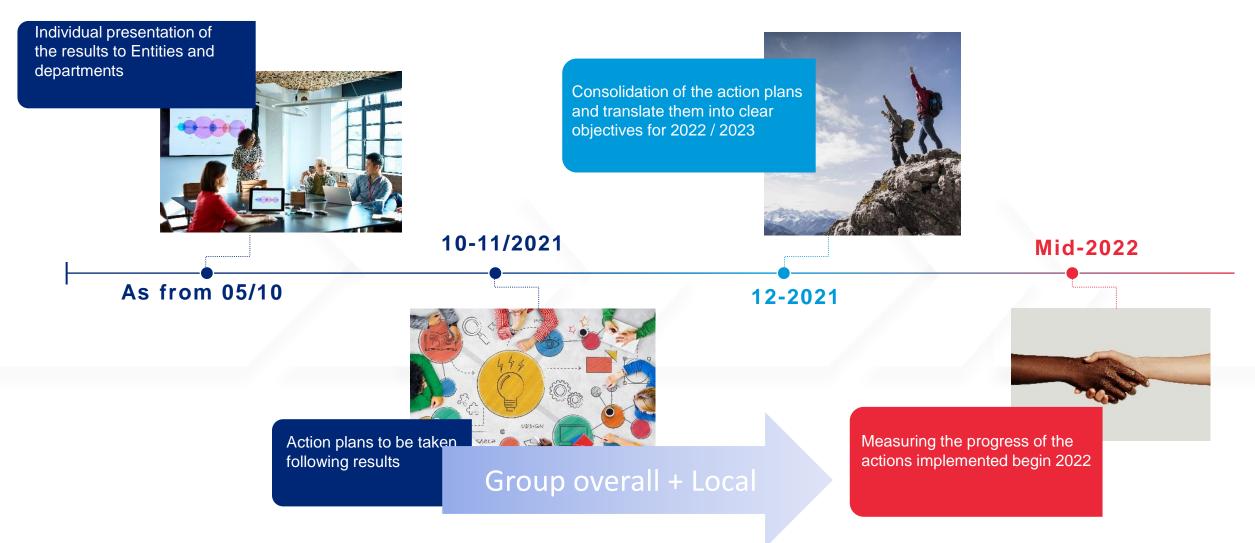




What should we learn from the results of this survey?

- Satisfaction & NPS scores well but attention point with comparison 2018
- Employees of BESIX France indicate many psychosocial risks as important (both resources and priorities)
 - The <u>strong points</u> to increase the well-being of the employees are linked with <u>support of superiors and colleagues job variation</u> and independence culture and company structure
 - <u>Less good scores</u> are linked with **job content terms of employment atmosphere & communication** (indicated as the most important priority) **job security**
 - Stress scores high especially in the manager group. Coping stress is less than average. (due to mental strain & work pressure)
 - In contrast, motivation scores very good (especially managers) for all population as well as the intention to leave
 - Differences of perception in the Manager >< No Manager group such as evaluation & support of superiors
 - Women indicate more resources and less unwanted behaviours on the work place
 - <u>Management is very well perceived</u> but has to improve **the feedback culture** (linked with communication) and **support in development** (linked with terms of employment training)
 - Internal communication -> involving and why issues + evaluation
- Unwanted behaviours indicate a high level of internal aggression and discrimination

Timeline Risk & Engagement Survey 2021



Thank you ©



