

Engagement Survey 2021 – SONAR Report

BESIX RED

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Methodology



SONAR Model

Behaviours

STRESS

MOTIVATION

ABSENTEEISM

WORK-LIFE BALANCE

TURNOVER

BULLYING

AGRESSION

UNWANTED SEXUAL
CONDUCT AT WORK

DISCRIMINATION



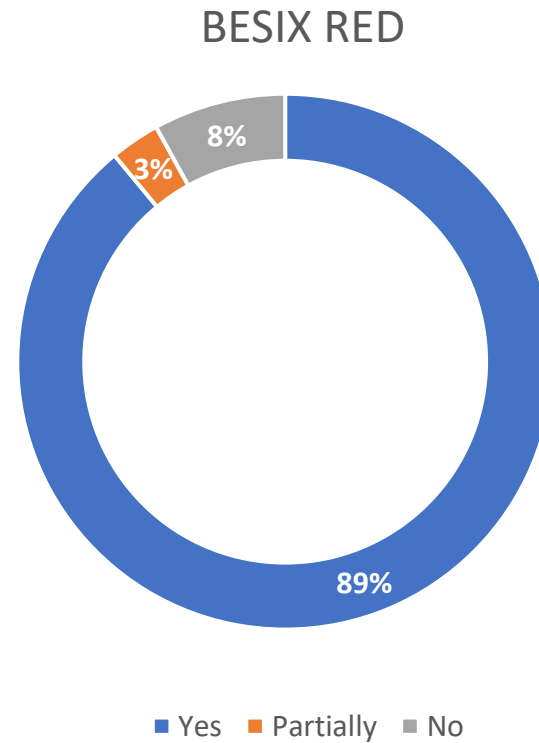
SONAR Questions

- 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

Results



Response rate BESIX RED :



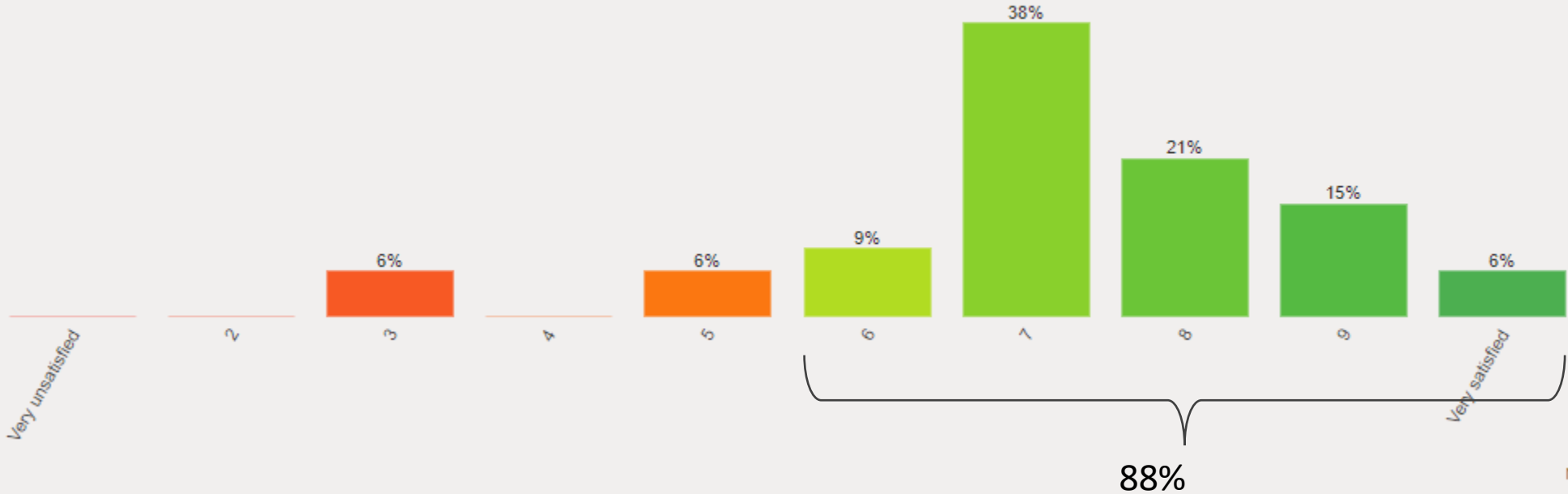
34 p. took part in the survey

Satisfaction & Net Promoter Score



Satisfaction

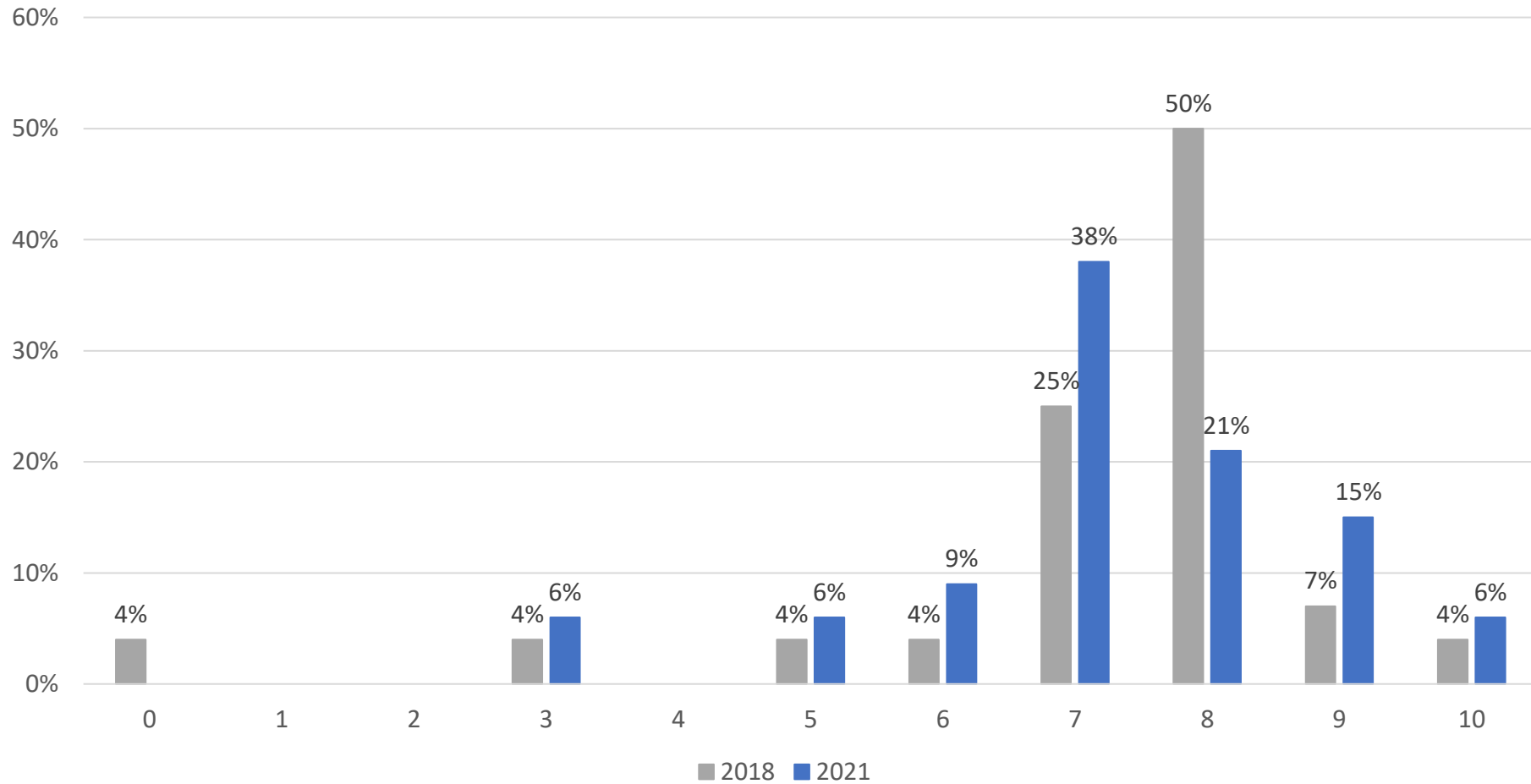
Taking everything into account, how satisfied are you with your current job position?



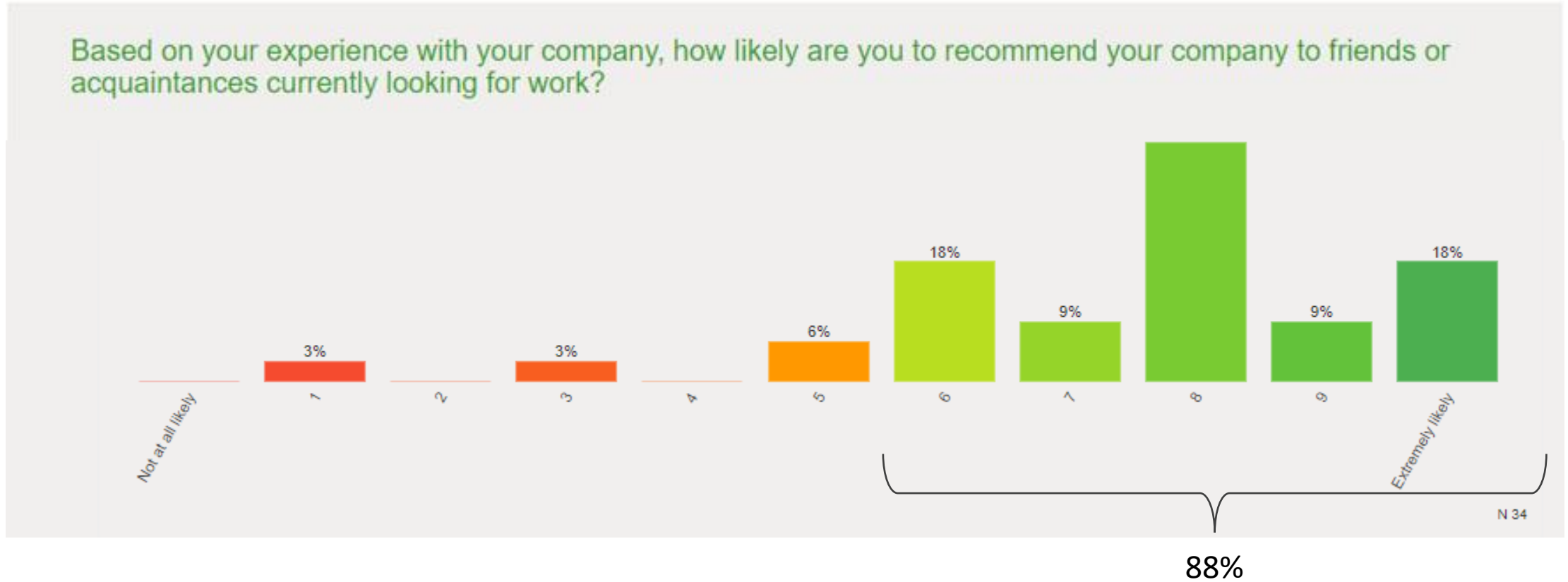
N 34

Satisfaction 2018 >< 2021

Overall job satisfaction

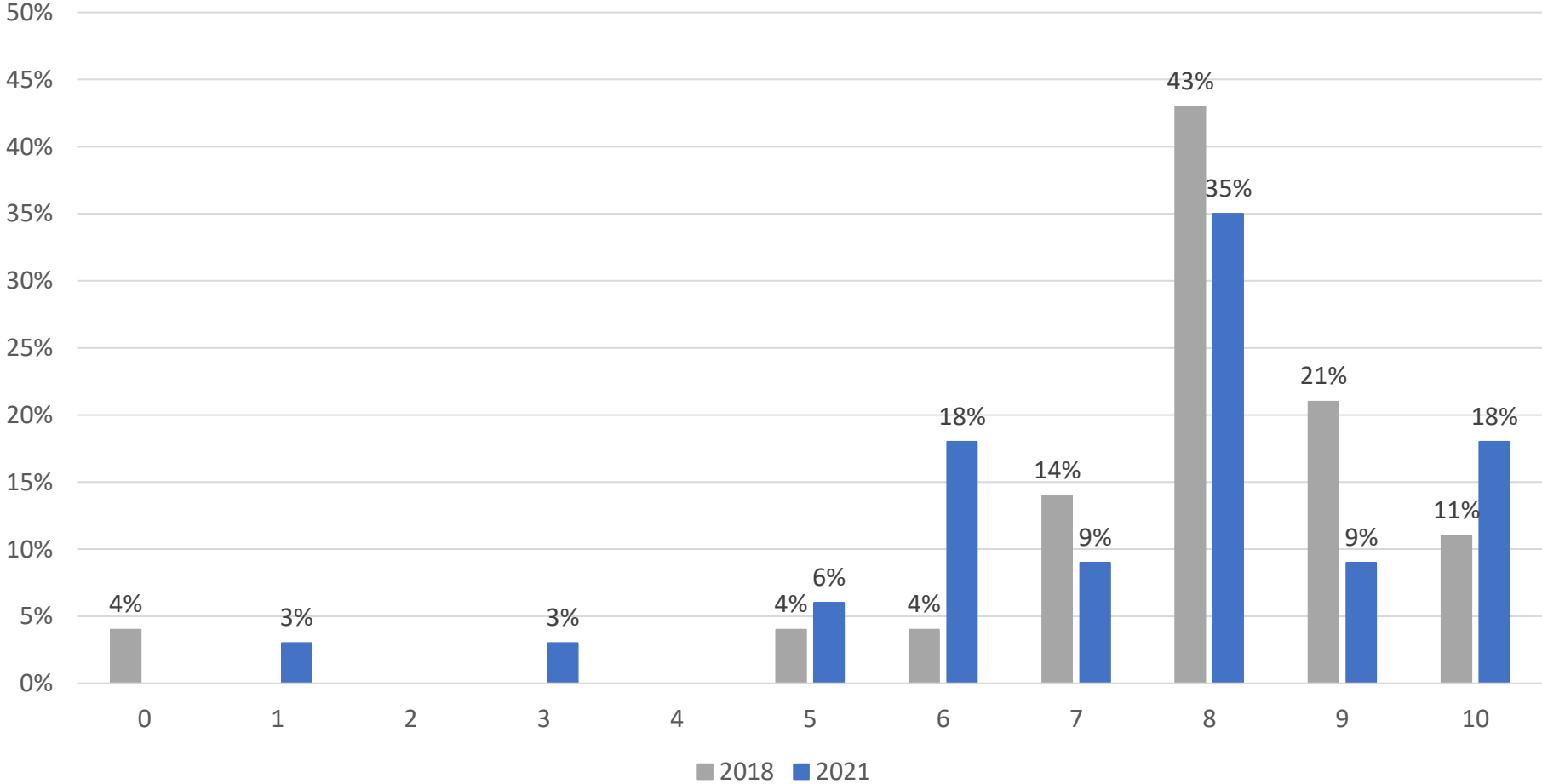


Net Promoter Score

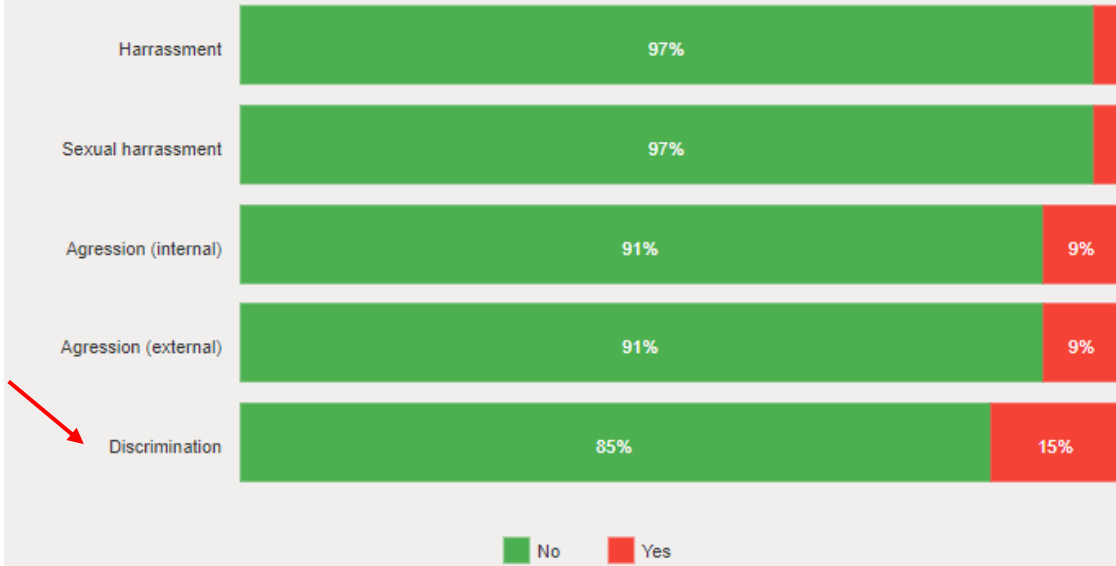


NPS 2018 >< 2021

Intention to recommend

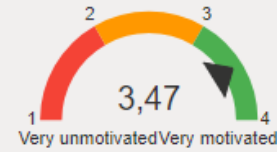


Unwanted Behavior At Work



N 34

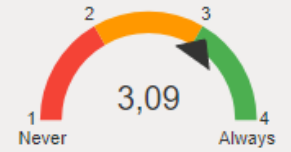
Motivation



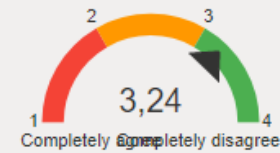
Stress



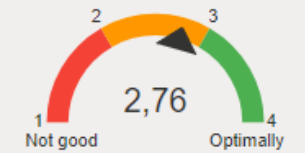
Coping stress



Intention to leave



Work Life Balance



N 34

Psychosocial risks

Labour organisation



Structure ↑
Say ↓
Job security ↓

Job content



Variation ↑
Procedures ↓
Independence ↑
Mental strain ↓
Emotional strain ↓

Terms of employment



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

Workplace conditions



Safety ↑
Climate control ↓
Work equipment ↑
Noise ↑
Lighting ↑

Job related interpersonal relations

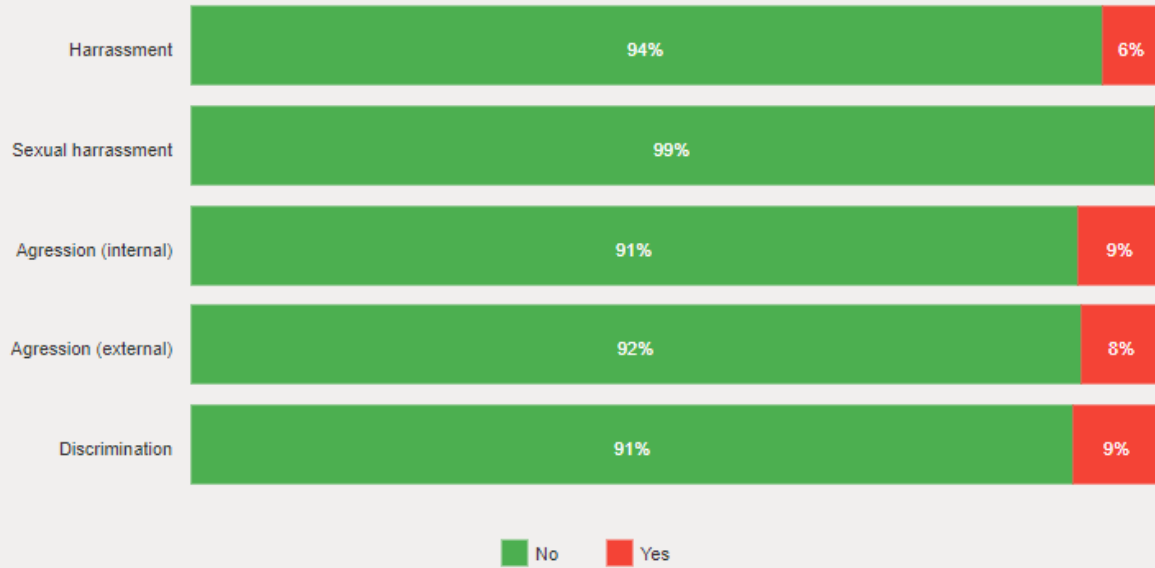


Contact with externals ↑
Support of colleagues ↓
Support of superior ↓
Atmosphere ↓
Communication ↓

BESIX GROUP RESULTS

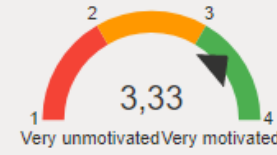
Well-being Indicators

Unwanted Behavior At Work



N 2,8k

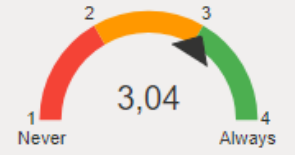
Motivation



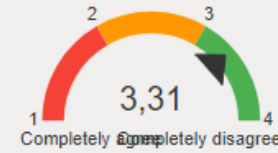
Stress



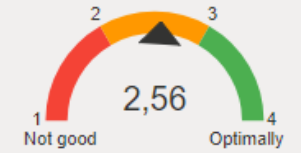
Coping stress



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 ↑

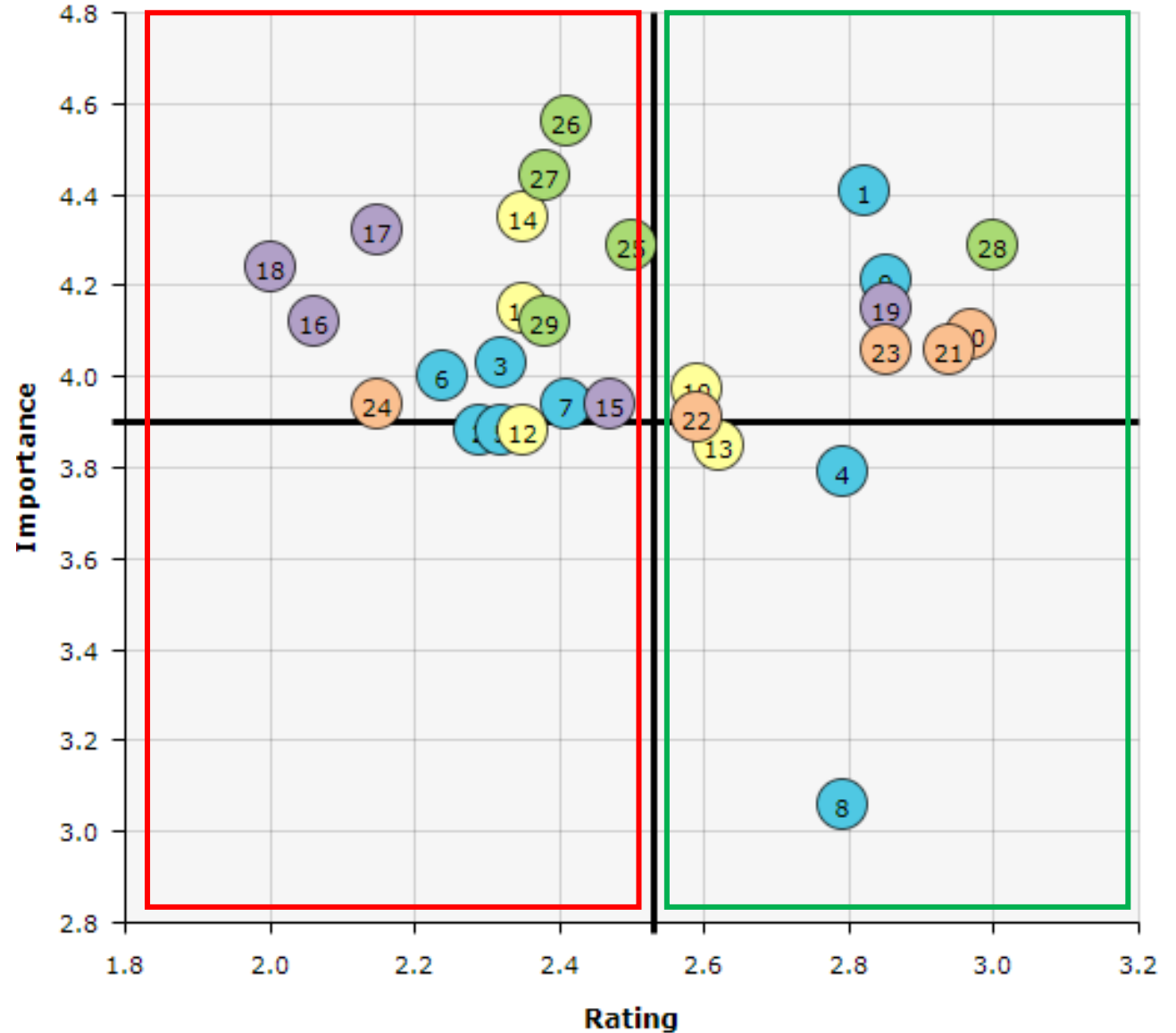
Job related interpersonal relations



Support of colleagues ↑
Support of superior ↑

	N = 34	Rating	Importance
Job content	1. Variation in the work	2.82	4.41
	2. Division of tasks	2.29	3.88
	3. Work procedures	2.32	4.03
	4. Level of difficulty	2.79	3.79
	5. Job pressure	2.32	3.88
	6. Mental strain due to the work	2.24	4
	7. Emotional strain due to the work	2.41	3.94
	8. Physical strain due to the work	2.79	3.06
	9. Independence in the work	2.85	4.21
Work organisation	10. Clear organisational structure	2.59	3.97
	11. Say in the organisation	2.35	4.15
	12. Policy organisation	2.35	3.88
	13. Organisational culture	2.62	3.85
	14. Work and job security	2.35	4.35
Work conditions	15. Training opportunities	2.47	3.94
	16. Career opportunities	2.06	4.12
	17. Evaluation procedures	2.15	4.32
	18. Remuneration	2	4.24
	19. Holiday, working regime	2.85	4.15
Job situations	20. Safety	2.97	4.09
	21. Work equipment	2.94	4.06
	22. Noise	2.59	3.91
	23. Lighting	2.85	4.06
	24. Climate control and ventilation	2.15	3.94
Job relations	25. Support and appreciation of colleagues	2.5	4.29
	26. Support and appreciation from manager	2.41	4.56
	27. Atmosphere at work	2.38	4.44
	28. Contact with external parties at work	3	4.29
	29. Communication and expectations	2.38	4.12

Results BESIX RED



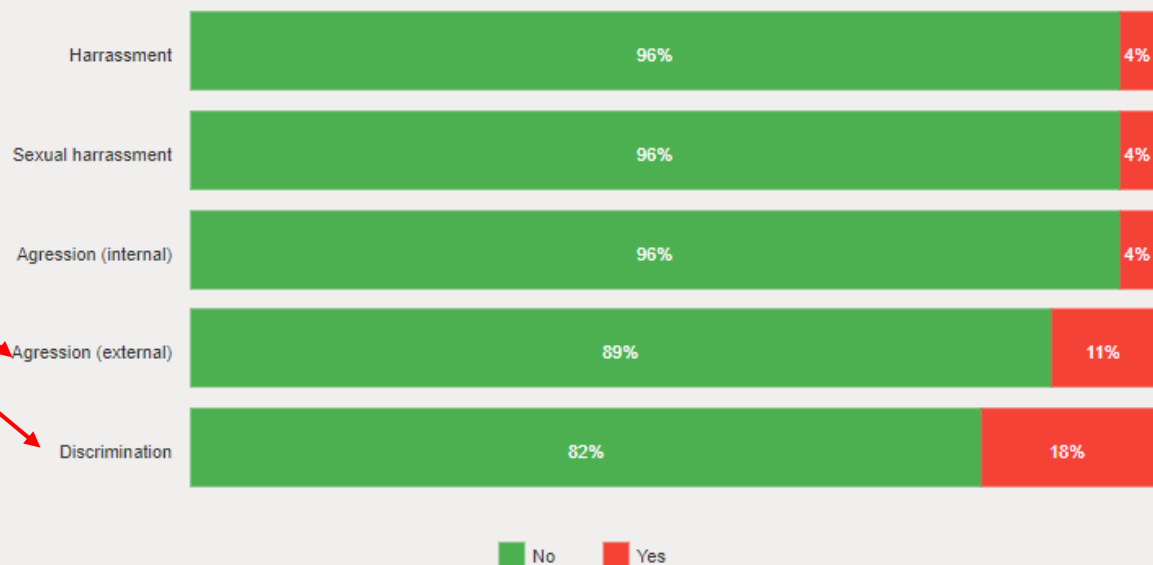
Results Non-Managers



Non Managers

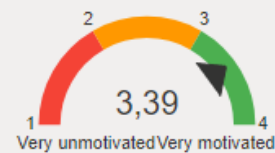
Well-being Indicators

Unwanted Behavior At Work



N 28

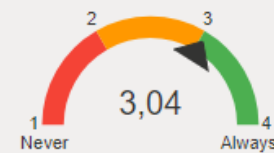
Motivation



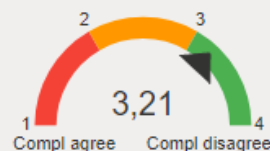
Stress



Coping stress



Intention to leave



Work Life Balance



N 28

Psychosocial risks

Labour organisation



- Structure ↑
- Say ↓
- Policy ↓
- Job security ↓

Job content



- Variation ↑
- Task division ↓
- Independence ↑
- Work procedures ↓
- Mental strain ↓
- Emotional strain ↓

Terms of employment



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

Workplace conditions



- Safety ↑
- Climate control ↓
- Work equipment ↑
- Noise ↑
- Lighting ↑

Job related interpersonal relations

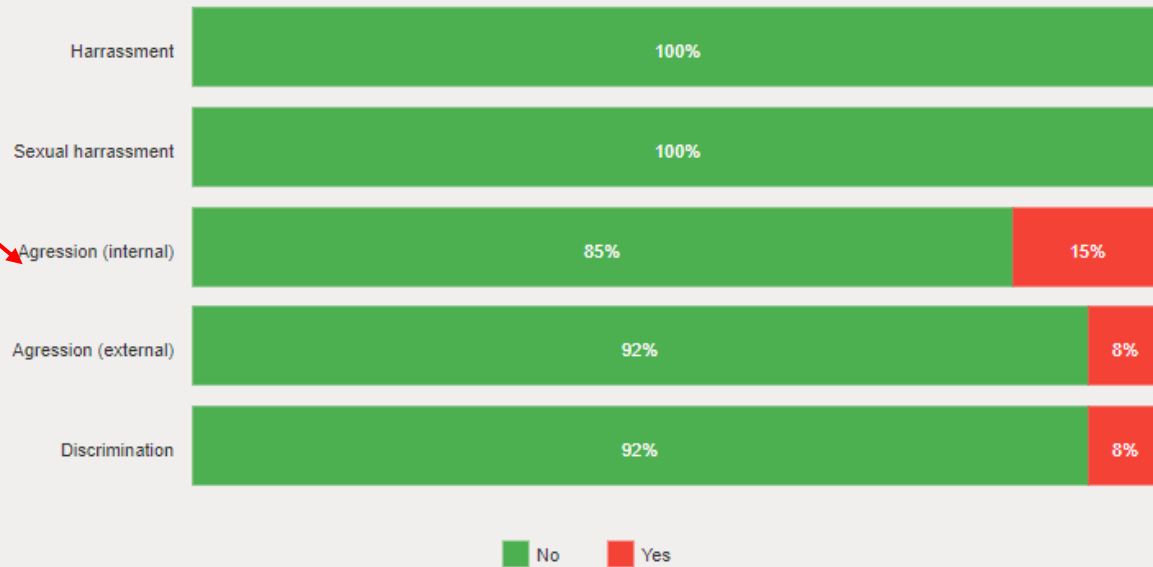


- Contact with externals ↑
- Support of colleagues ↓
- Support of superior ↓
- Atmosphere ↓
- Communication ↓

Results Men - Women

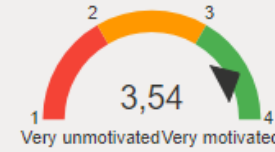


Unwanted Behavior At Work



N 13

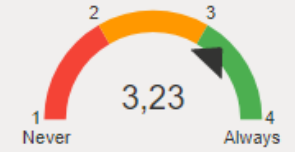
Motivation



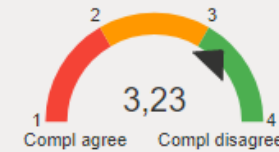
Stress



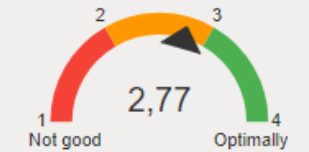
Coping stress



Intention to leave



Work Life Balance



N 13

Psychosocial risks

Labour organisation



Structure ↑ Policy ↓
CultureSay ↑ Job security ↓

Job content



Variation ↑ Task division ↓
Independence ↑ Work procedures ↓
Work pressure ↓
Mental strain ↓

Terms of employment



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

Workplace conditions



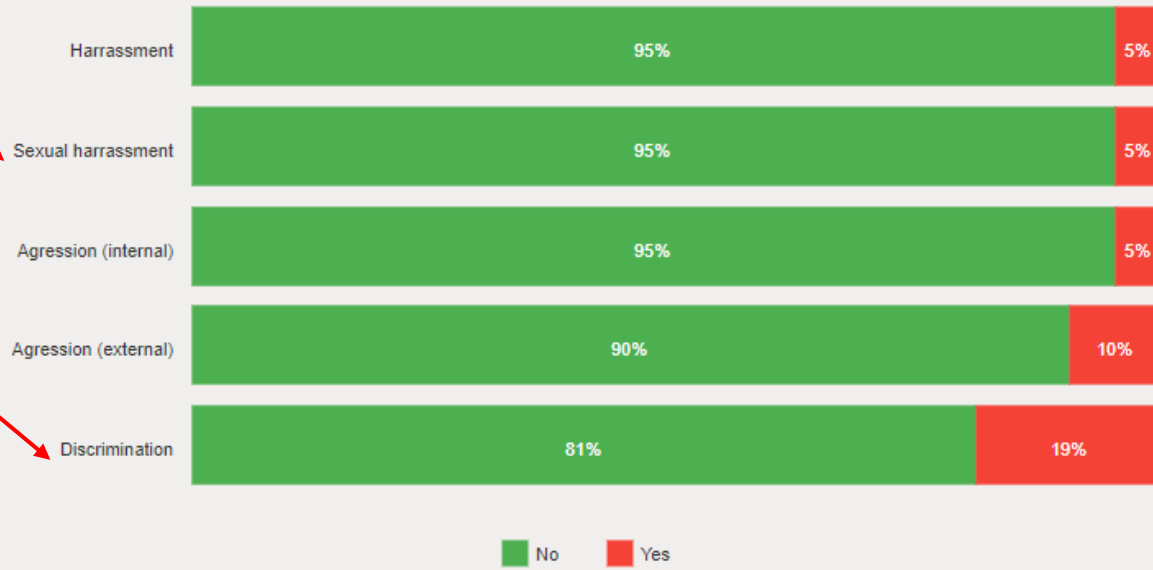
Safety ↑ Climate control ↓
Work equipment ↑
Noise ↑
Lighting ↑

Job related interpersonal relations



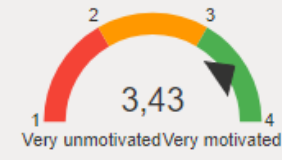
Support of colleagues ↑ Atmosphere ↓
Support of superior ↑ Communication ↓
Contact with externals ↑

Unwanted Behavior At Work

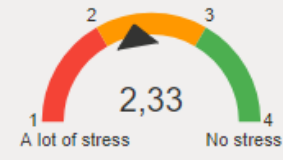


N 21

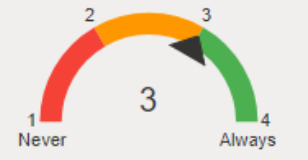
Motivation



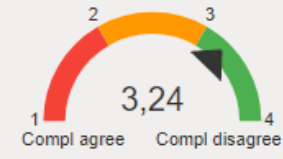
Stress



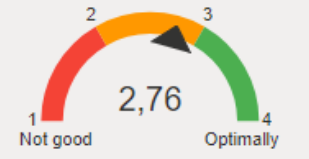
Coping stress



Intention to leave



Work Life Balance



N 21

Psychosocial risks

Labour organisation



- ↓ Say
- ↓ Job security

Job content



- ↑ Variation
- ↓ Work procedures
- ↑ Independence
- ↓ Mental strain
- ↓ Emotional strain

Terms of employment



- ↑ Holiday, working regime
- ↓ Evaluations
- ↓ Remuneration

Workplace conditions



- ↑ Safety
- ↓ Climate control
- ↑ Work equipment
- ↑ Lighting

Job related interpersonal relations



- ↑ Contact with externals
- ↓ Support of colleagues
- ↓ Support of superior
- ↓ Atmosphere
- ↓ Communication

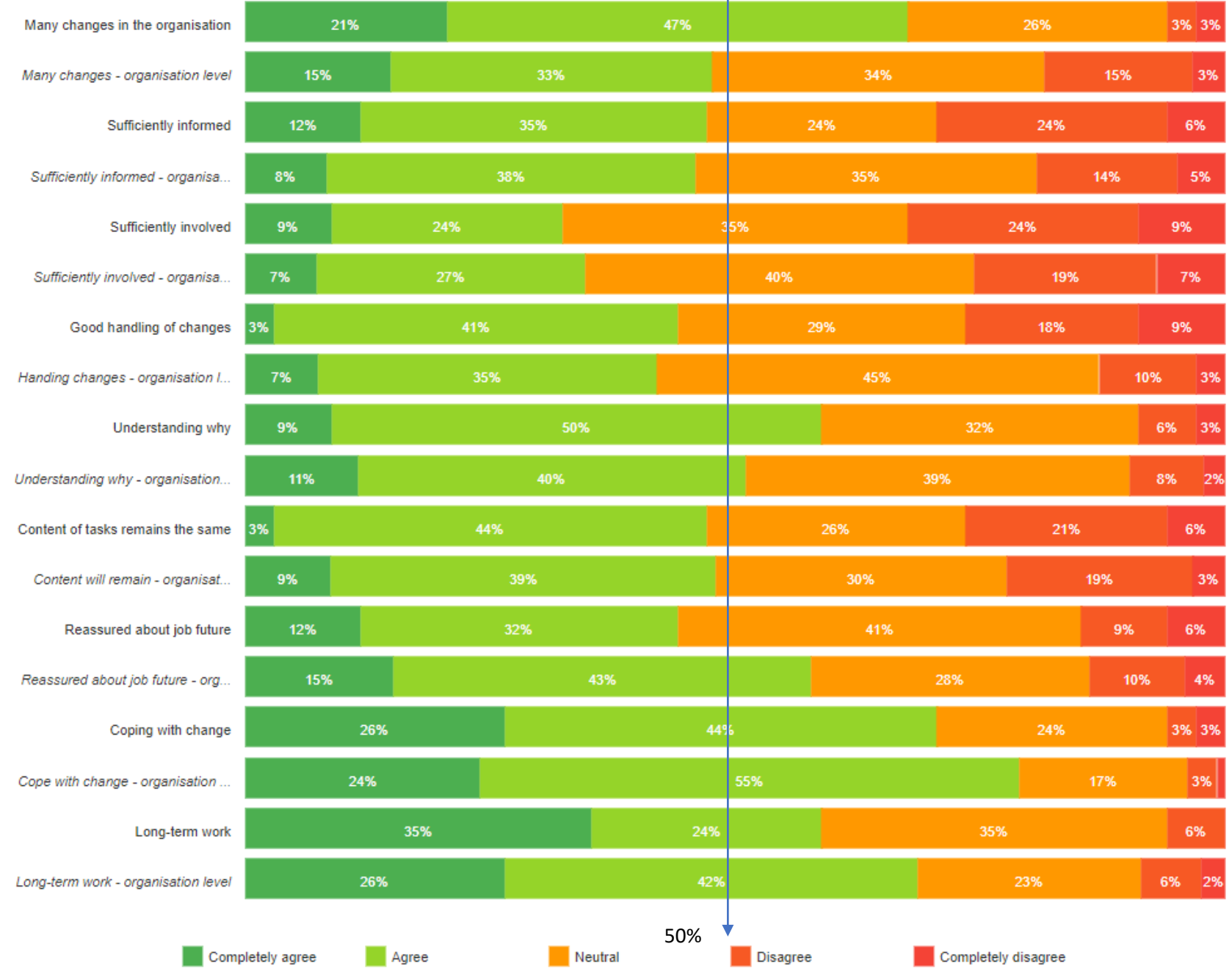
Results Module Change



Department
Company



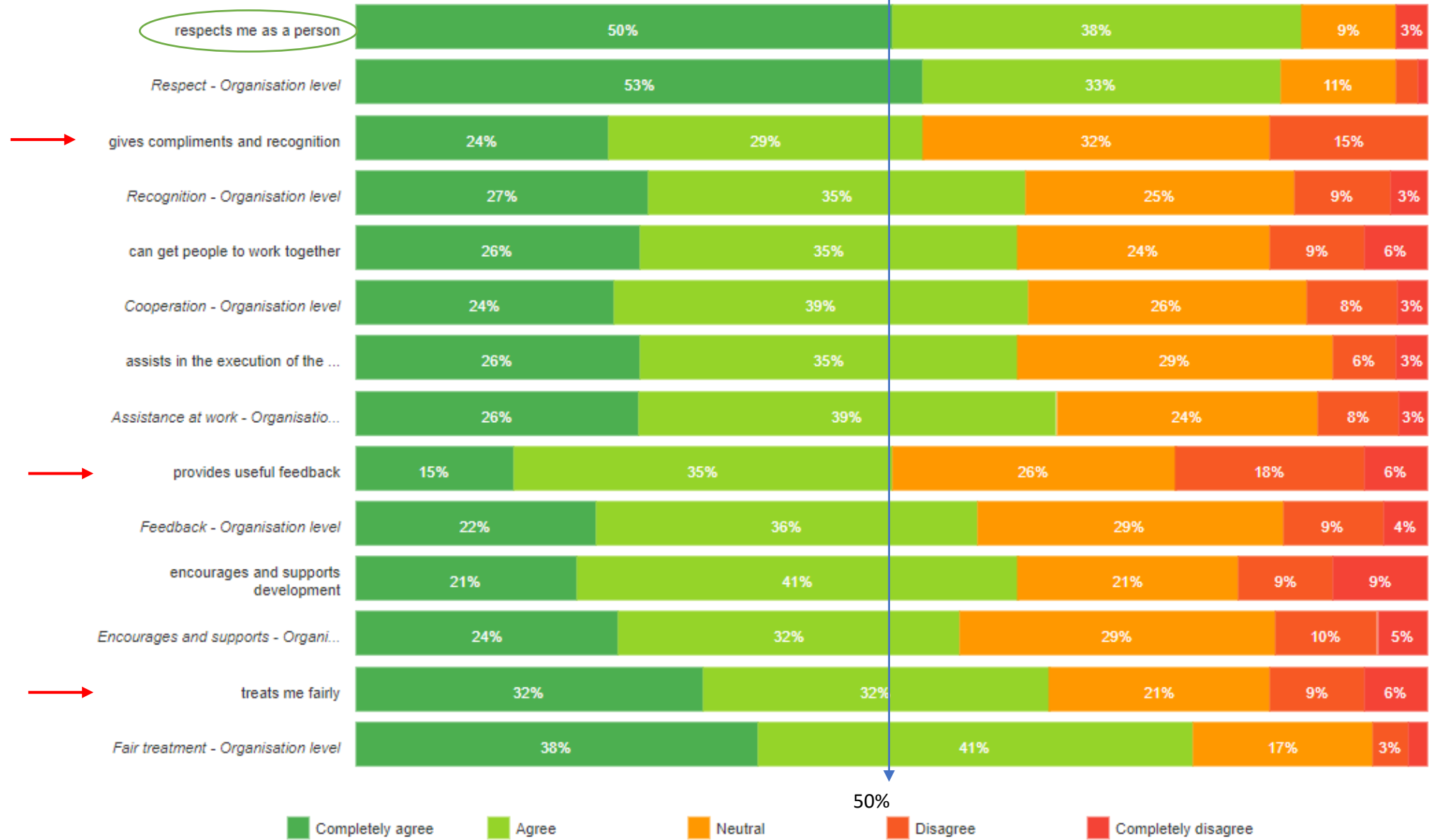
Individual



Results Module Leadership



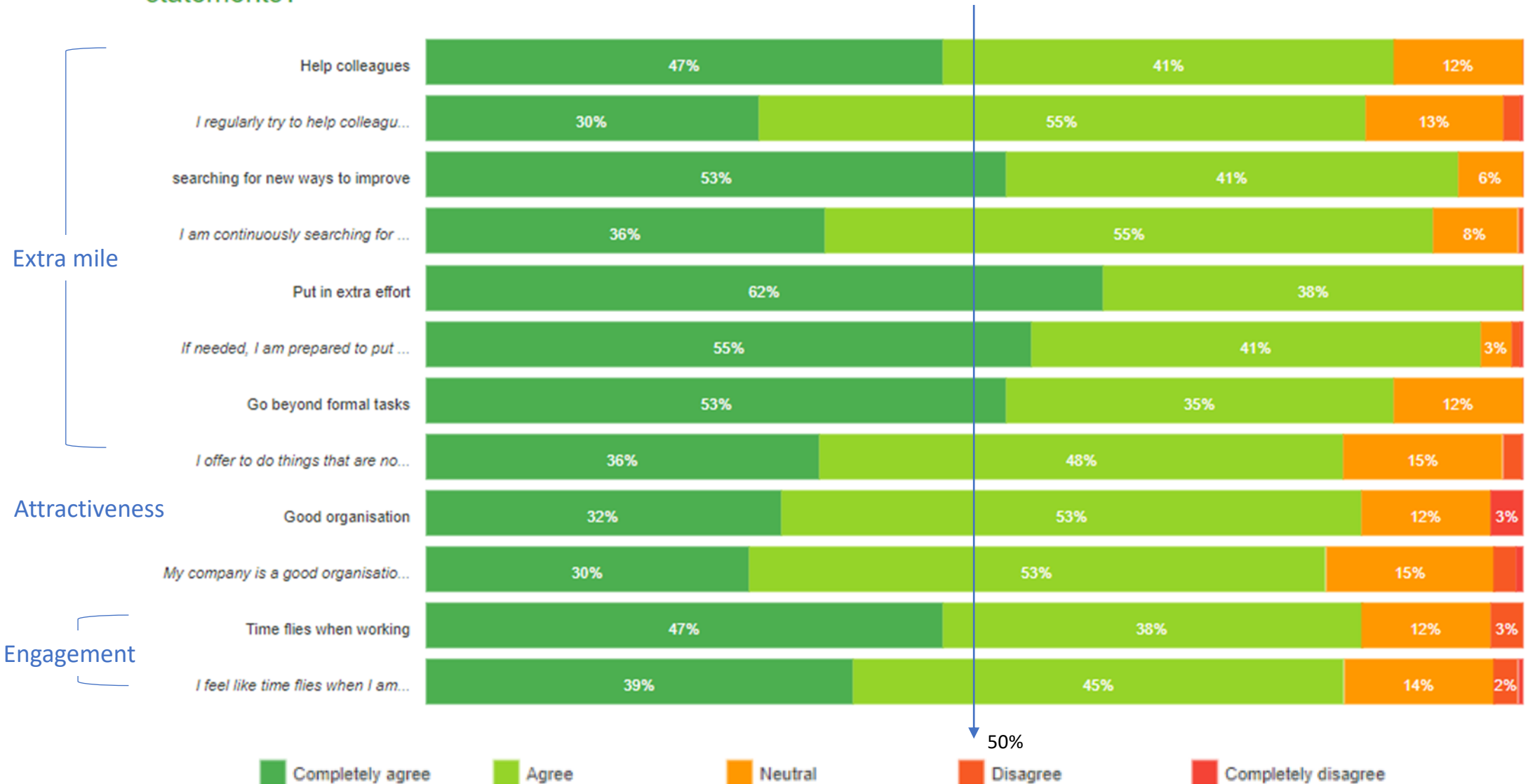
My manager...



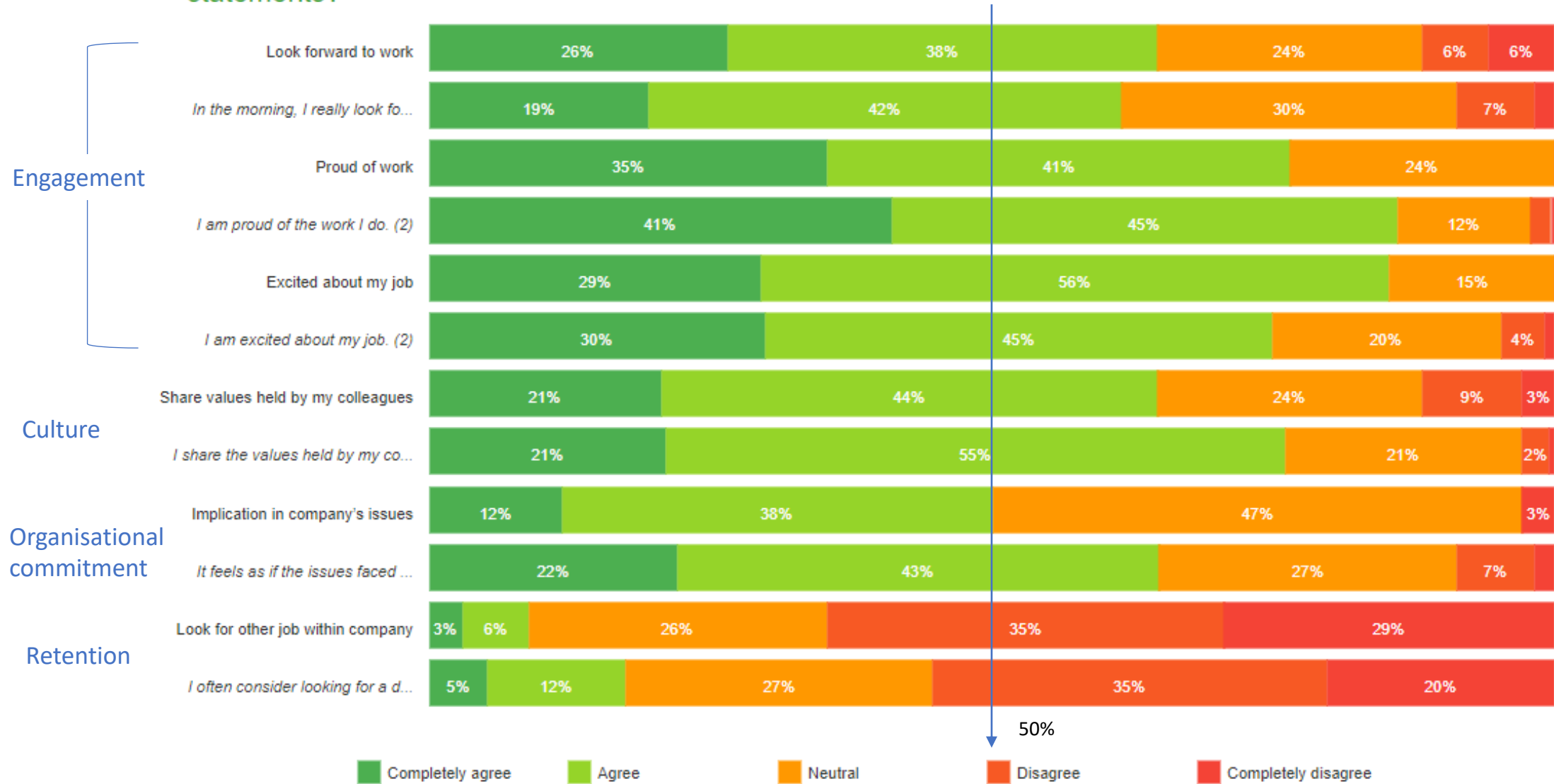
Results Extra Module



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



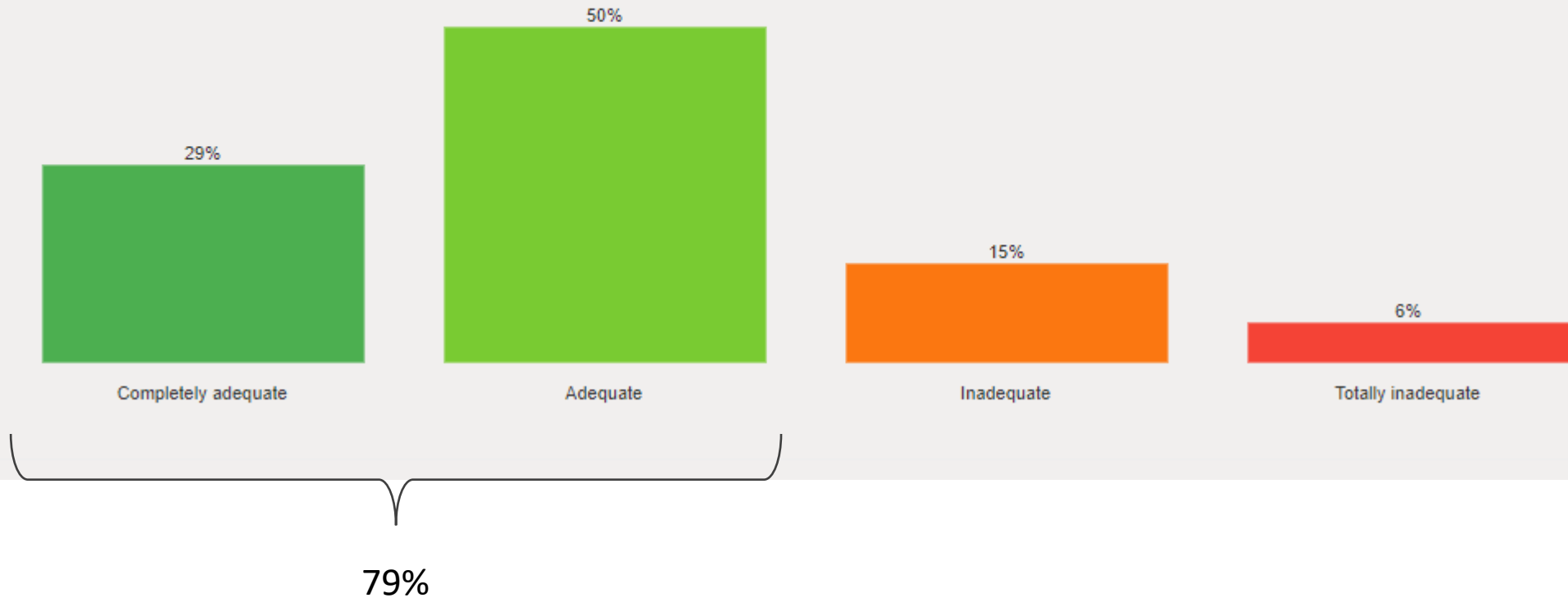
The following statements relate to your daily work in our company. To what extent do you agree with these statements?



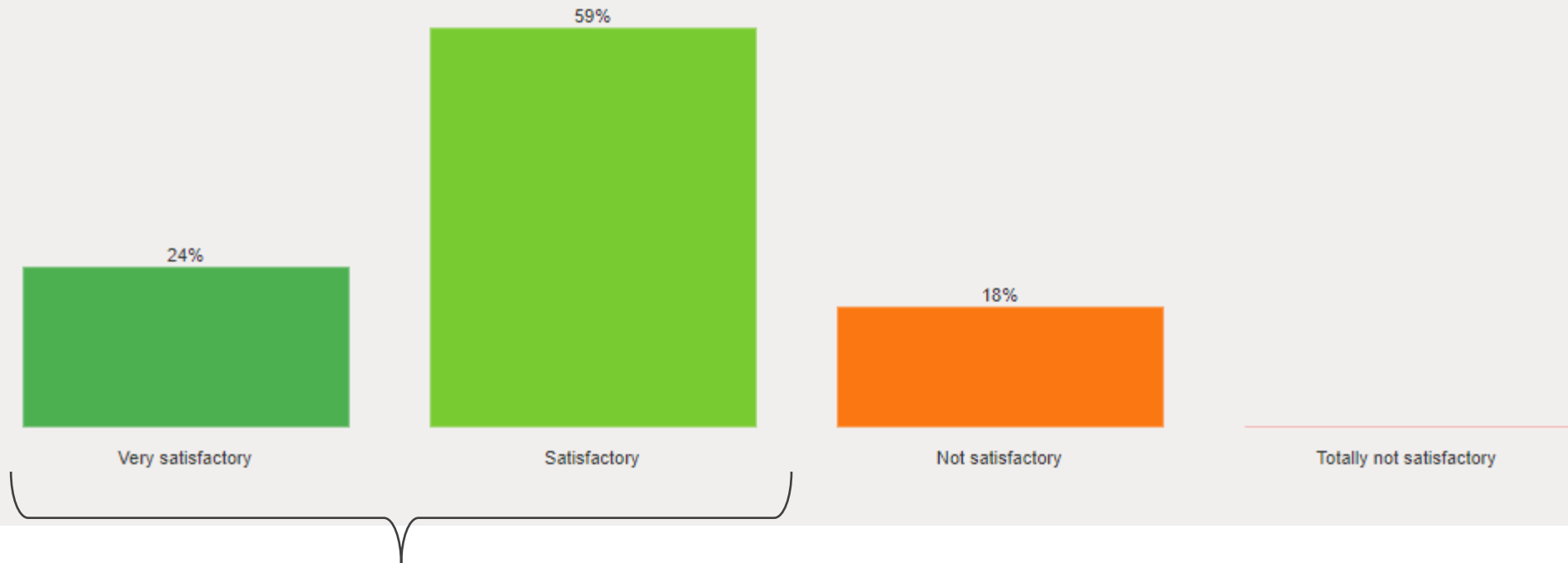
Covid



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?



83%

N 34

Conclusions – Action plans & Timeline



What should we learn from the results of this survey?

- People remain highly engaged and satisfied (88%)
- Employees feel many items are important for their well-being
- Stress linked with mental & emotional strain, job security
- Unwanted behaviours score higher than group average, esp. aggression (men) discrimination & harassment (women)

Less good scores are globally linked to :

- Interpersonal relations : support, atmosphere, communication
- Unwanted behaviours

Action could be decided on those priorities

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 😊

