

Engagement Survey 2021 – SONAR Report

Concessions & Assets

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Methodology



SONAR Model

Behaviours

STRESS

MOTIVATION

ABSENTEEISM

WORK-LIFE BALANCE

TURNOVER

BULLYING

AGRESSION

UNWANTED SEXUAL
CONDUCT AT WORK

DISCRIMINATION

Job content

Terms of employment

Labour organisation

Job related
interpersonal relations

Workplace conditions

SONAR Questions

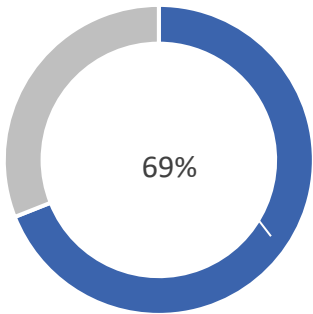
- SONAR refers to the device used to detect what is underwater
- On the surface, we observe various **behaviours** e.g. stress, lack of motivation etc, but we do not know the causes
- With the 29 **SONAR questions**, we can explore the underlying risks and evaluate if they influence positively / negatively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

Scan results



Response Rate= 11 participants

Concessions & Assets



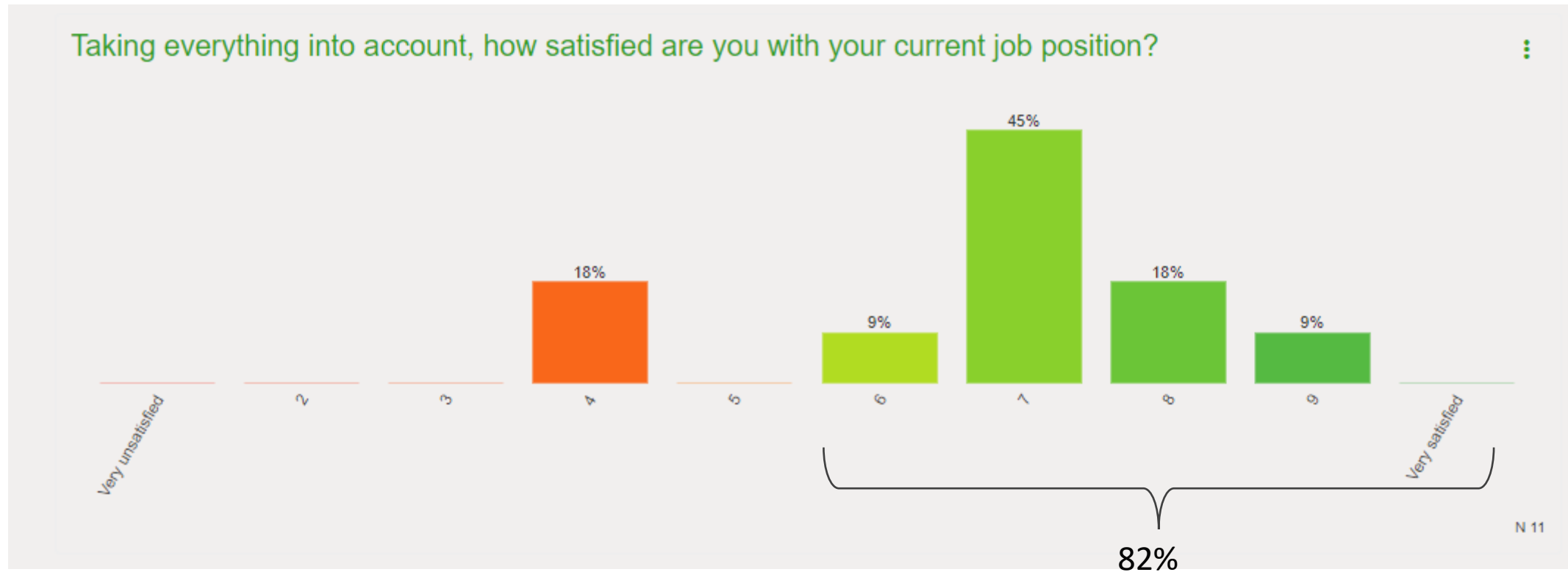
BESIX Concessions & Assets



Satisfaction & Net Promoter Score

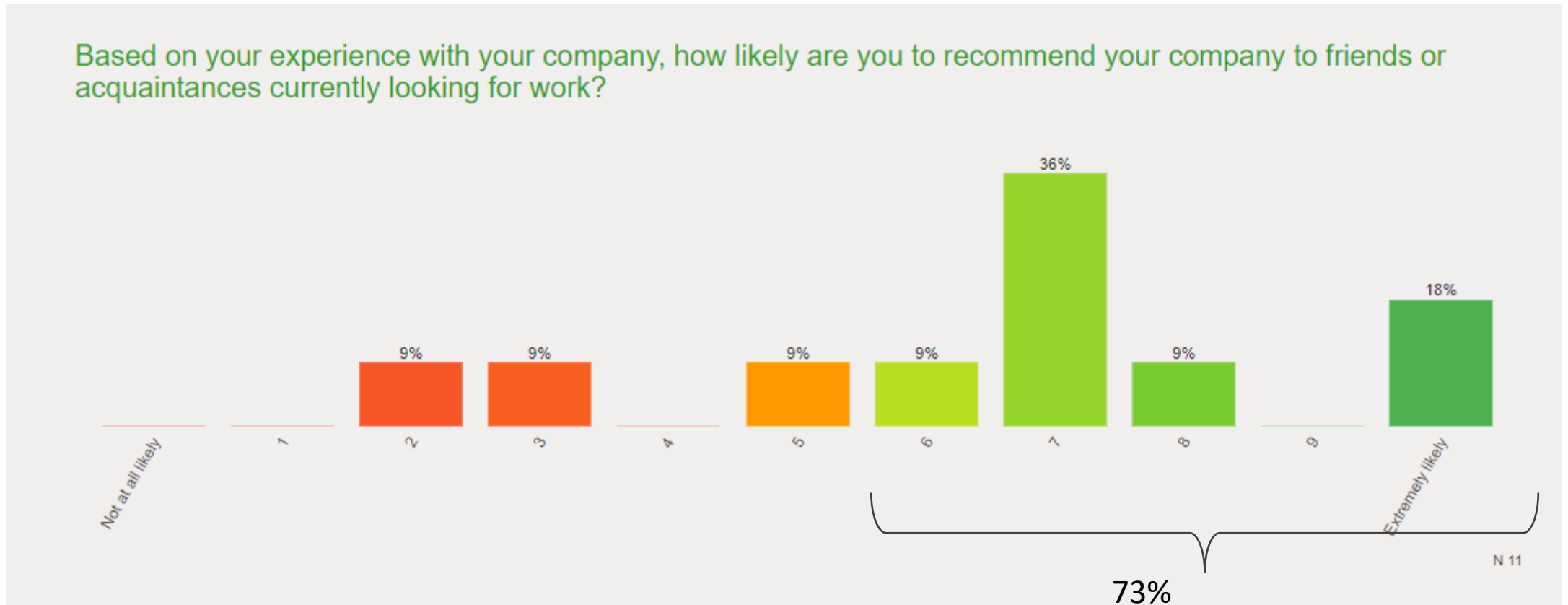


Satisfaction score



Satisfaction score BESIX Group: 85%

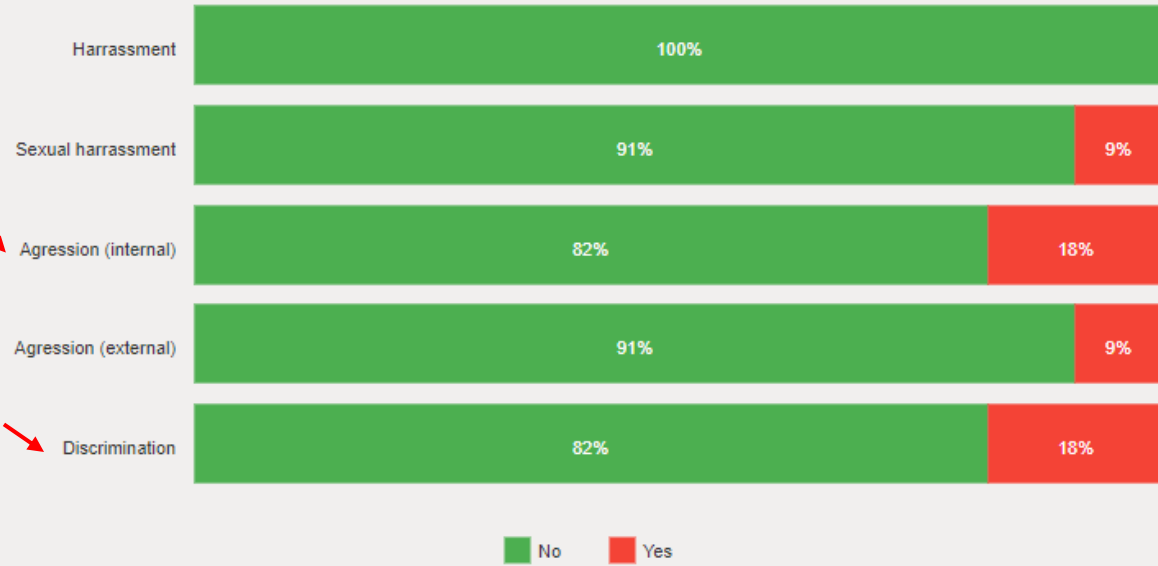
NPS Score



NPS Score BESIX Group: 84%

Well-being Indicators

Unwanted Behavior At Work

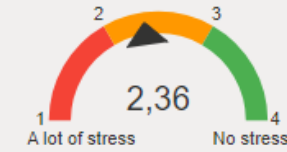


N 11

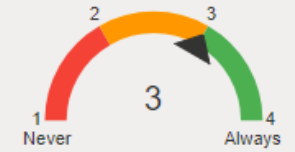
Motivation



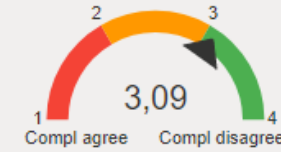
Stress



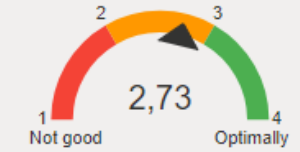
Coping stress



Intention to leave



Work Life Balance



N 11

Psychosocial risks

Labour organisation



Culture ↑ ↓ Structure
↓ Policy
↓ Culture
↓ Job security

Job content



Variation ↑ ↓ Work pressure
Independence ↑ ↓ Mental strain
↓ Emotional strain

Terms of employment



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

Workplace conditions



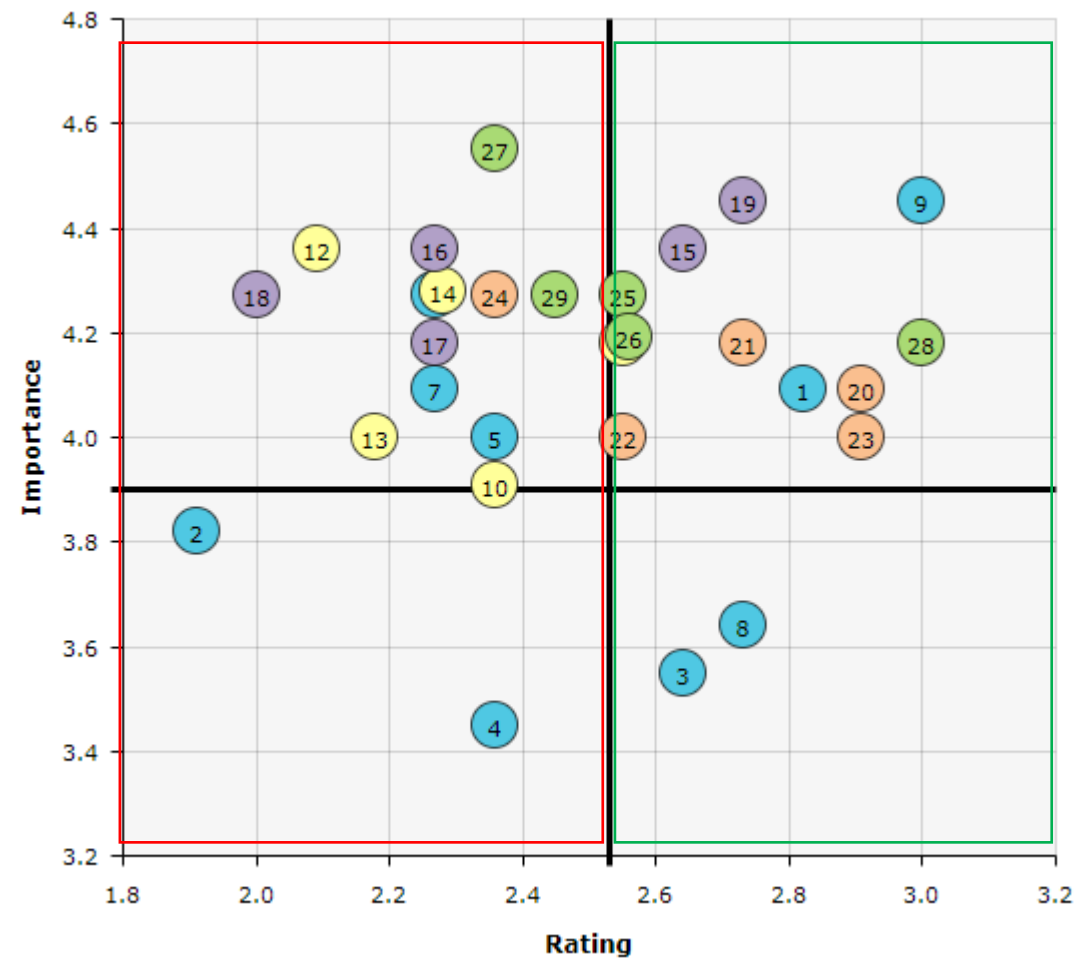
Safety ↑ ↓ Climate control
Work equipment ↑
Noise ↑
Lighting ↑

Job related interpersonal relations



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

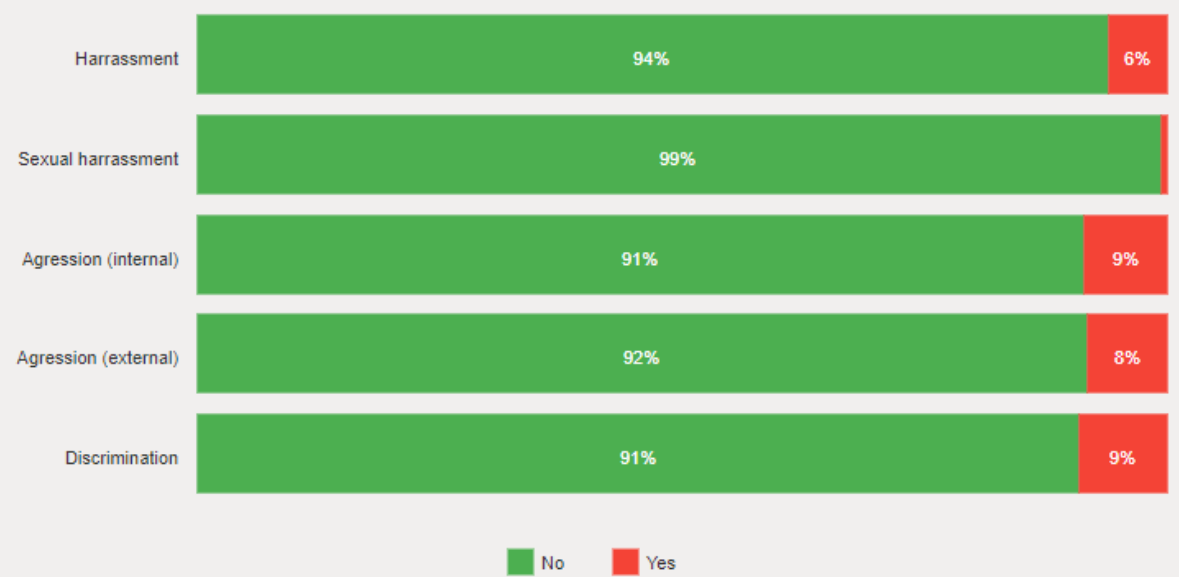
	N = 11	Rating	Importance	
Job content	1. Variation in the work	2.82	4.09	
	2. Division of tasks	1.91	3.82	
	3. Work procedures	2.64	3.55	
	4. Level of difficulty	2.36	3.45	
	5. Job pressure	2.36	4	
	6. Mental strain due to the work	2.27	4.27	9
	7. Emotional strain due to the work	2.27	4.09	
	8. Physical strain due to the work	2.73	3.64	
	9. Independence in the work	3	4.45	
Work organisation	10. Clear organisational structure	2.36	3.91	
	11. Say in the organisation	2.55	4.18	9
	12. Policy organisation	2.09	4.36	
	13. Organisational culture	2.18	4	
	14. Work and job security	2.27	4.27	9
Work conditions	15. Training opportunities	2.64	4.36	
	16. Career opportunities	2.27	4.36	
	17. Evaluation procedures	2.27	4.18	
	18. Remuneration	2	4.27	
	19. Holiday, working regime	2.73	4.45	
Job situations	20. Safety	2.91	4.09	
	21. Work equipment	2.73	4.18	
	22. Noise	2.55	4	
	23. Lighting	2.91	4	
	24. Climate control and ventilation	2.36	4.27	
Job relations	25. Support and appreciation of colleagues	2.55	4.27	
	26. Support and appreciation from manager	2.55	4.18	9
	27. Atmosphere at work	2.36	4.55	
	28. Contact with external parties at work	3	4.18	
	29. Communication and expectations	2.45	4.27	



BESIX GROUP RESULTS

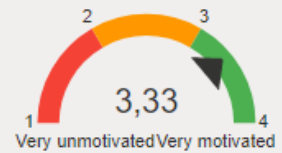
Well-being Indicators

Unwanted Behavior At Work



N 2,6k

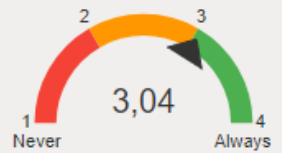
Motivation



Stress



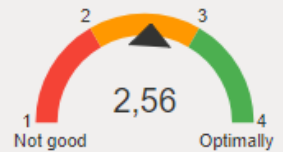
Coping stress



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

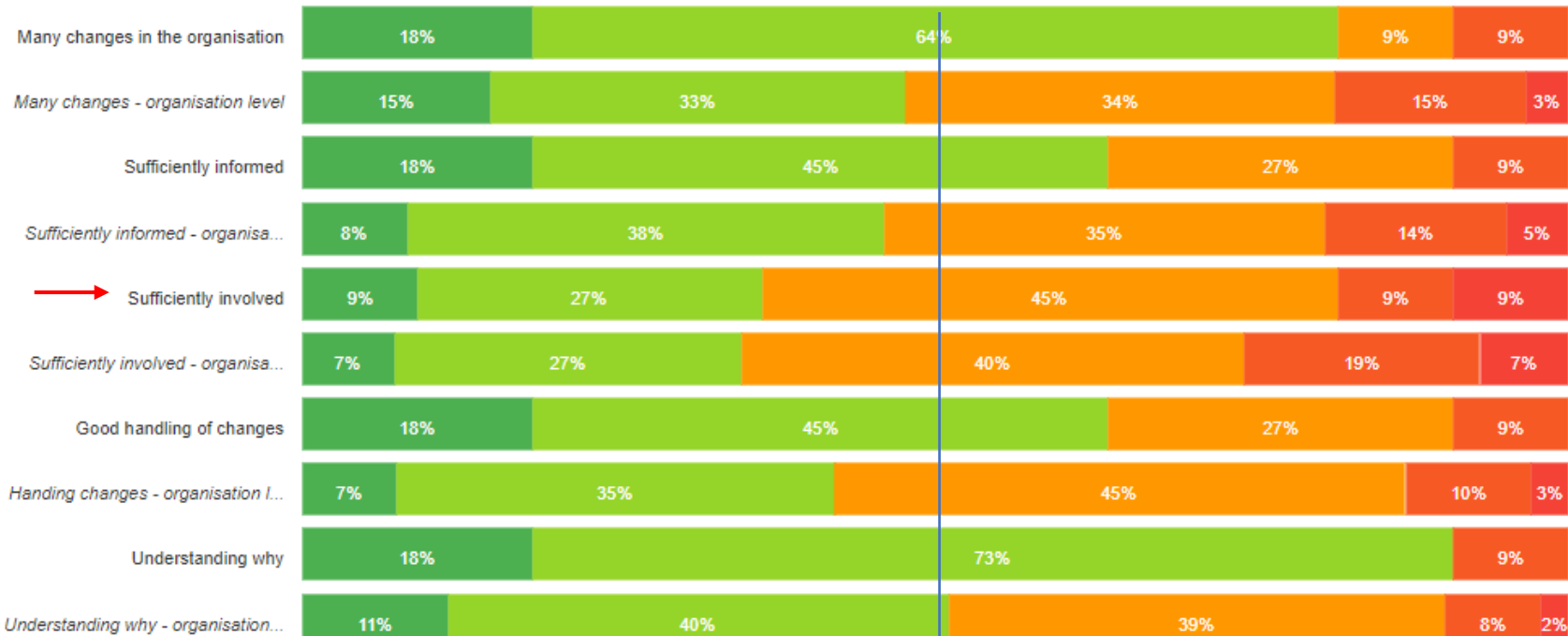


Support of colleagues
Support of superior

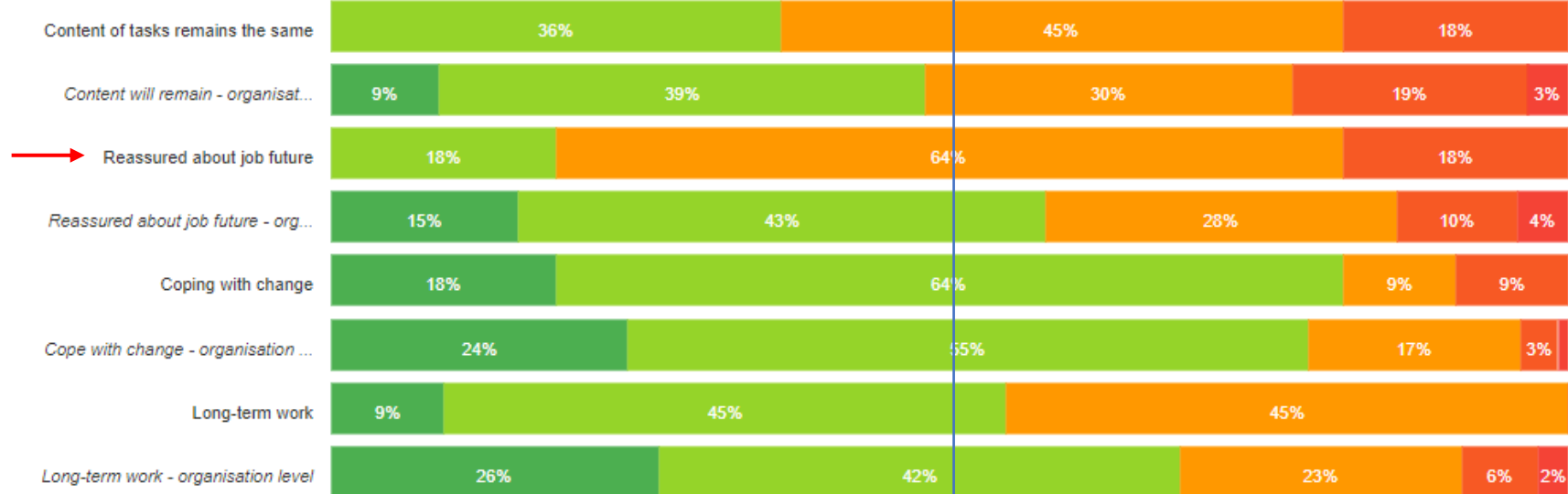
Results Module Change



Department Company



Individual



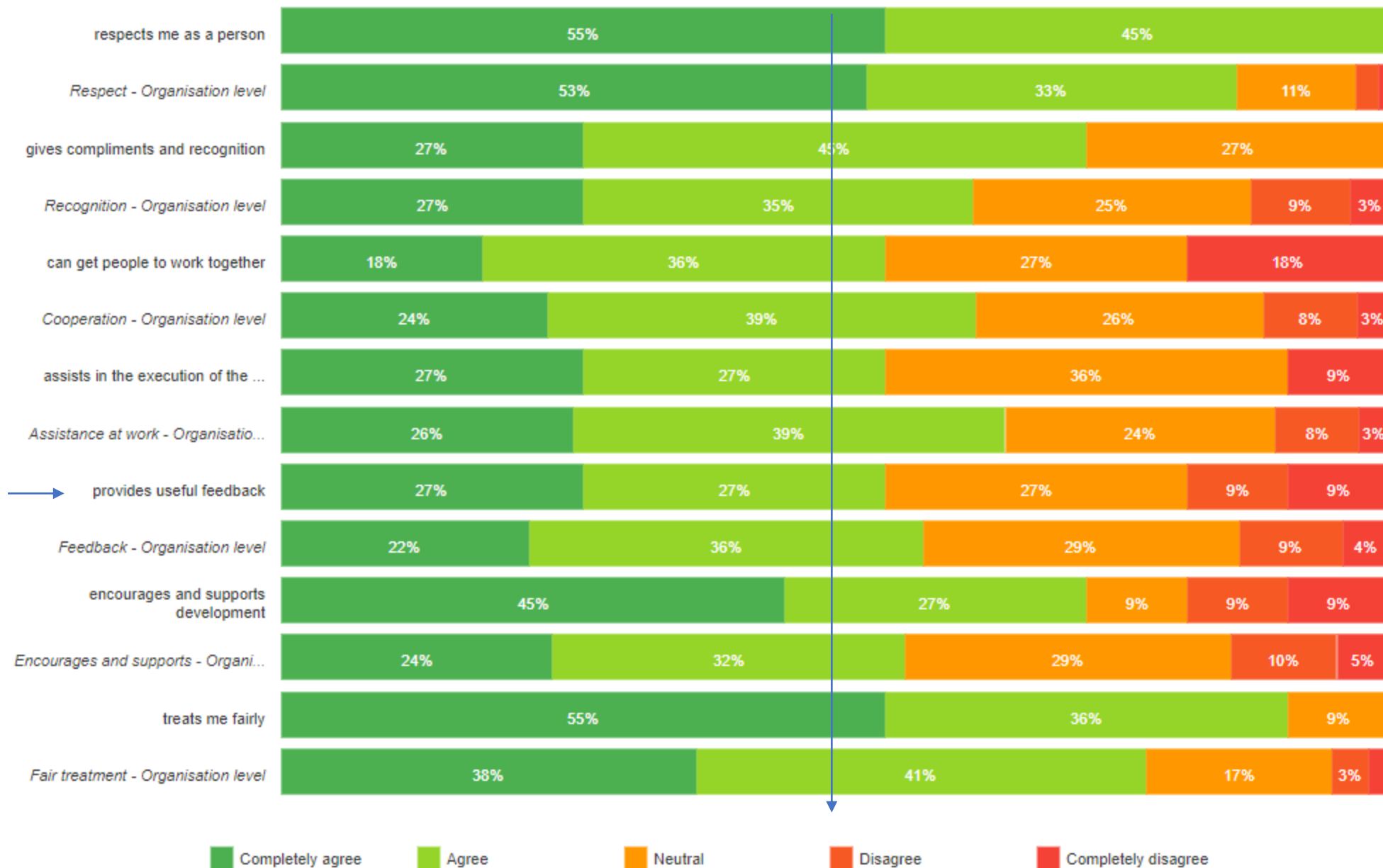
50%

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

Results Module Leadership



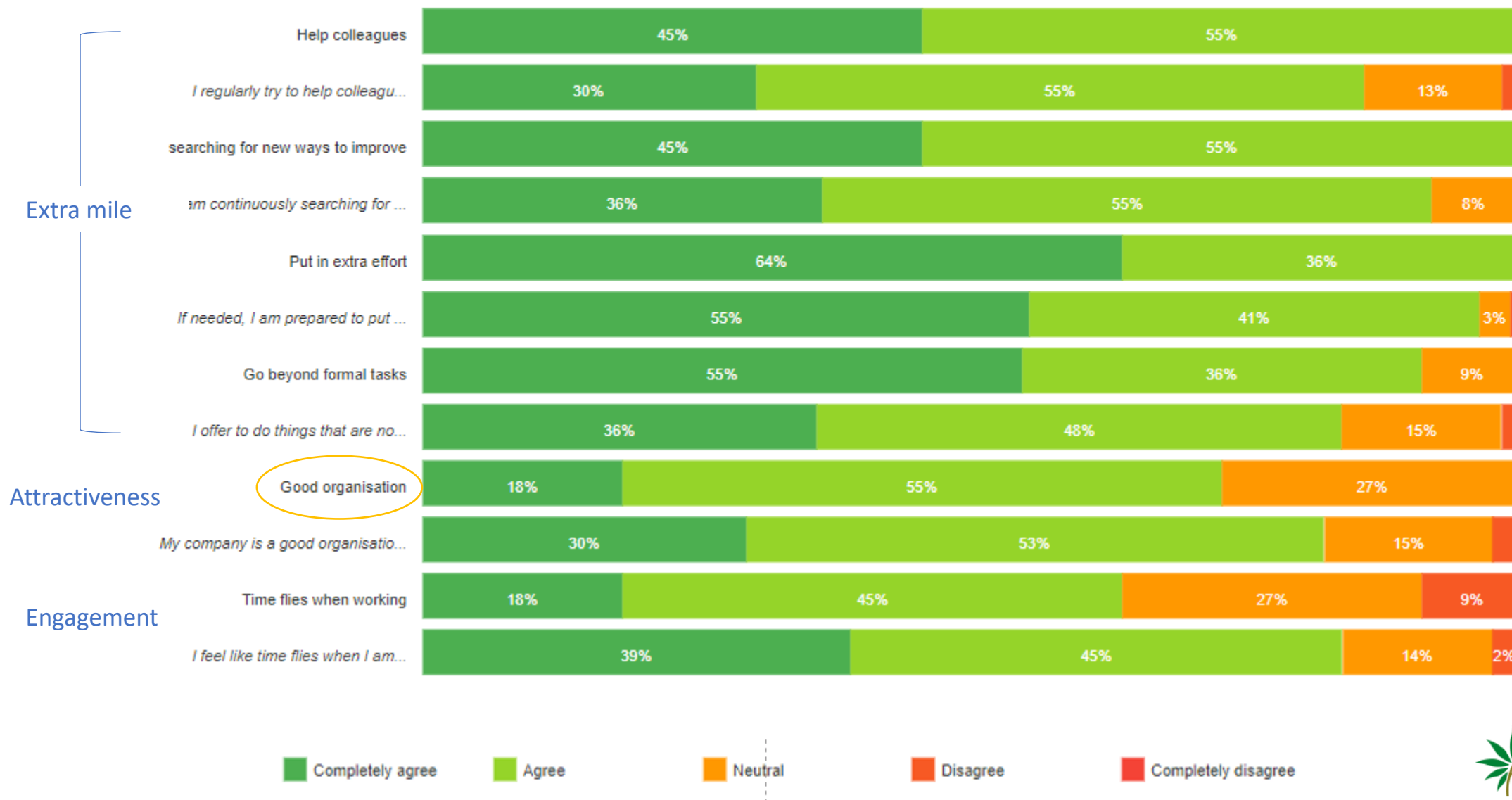
My manager...



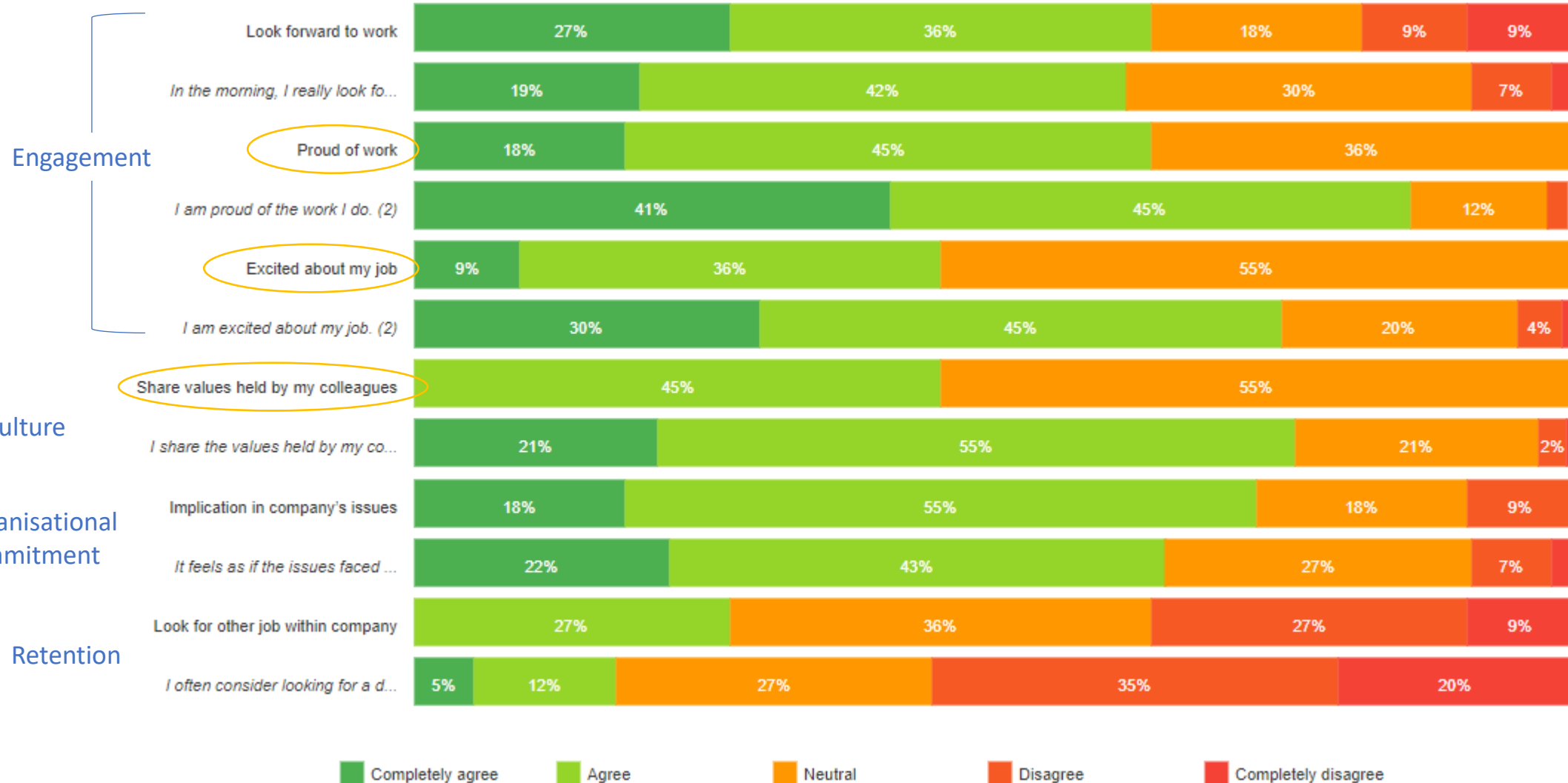
Results Extra Module



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



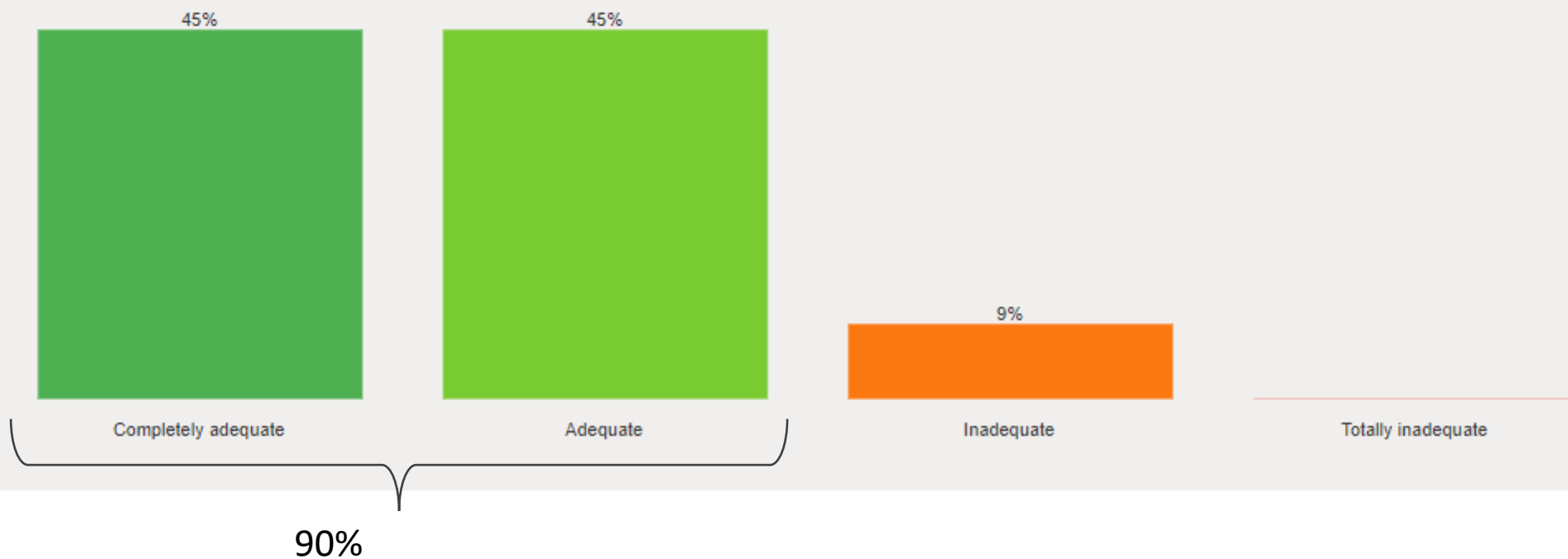
The following statements relate to your daily work in our company. To what extent do you agree with these statements?



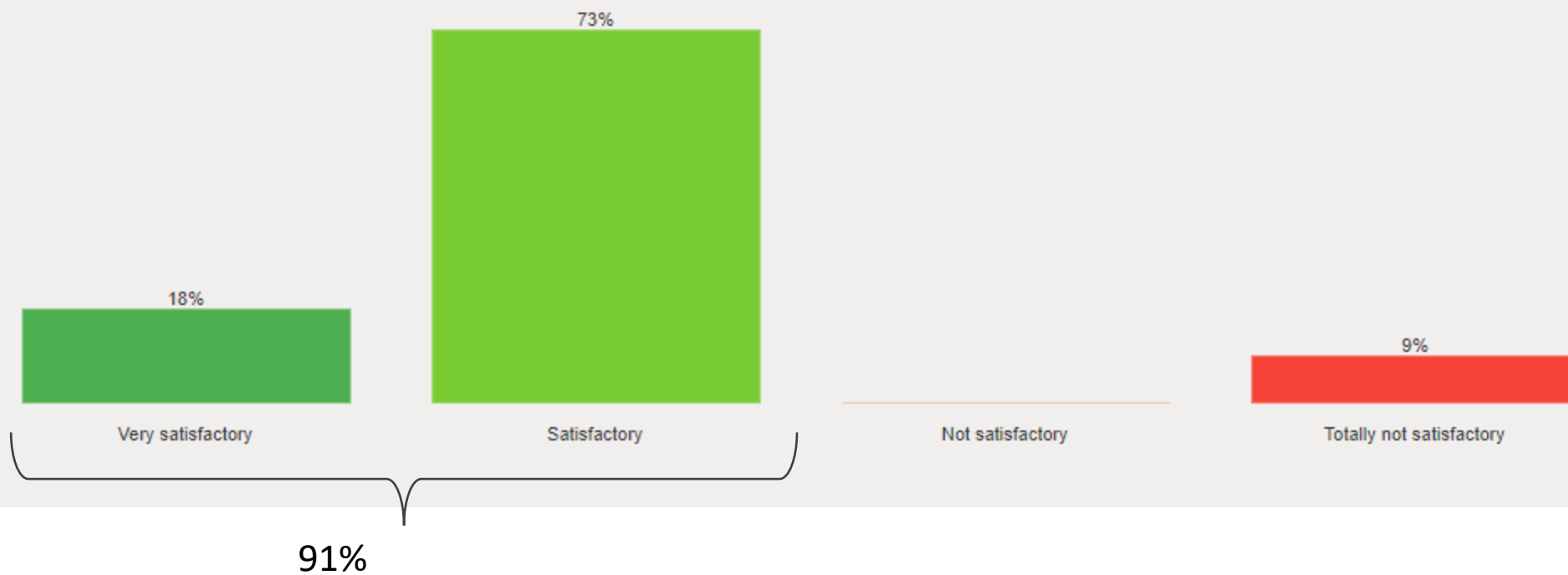
Covid



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?



N 11

Conclusions – Action plans & Timeline



What should we learn from the results of this survey?

- Global satisfaction score is good
- NPS score is less high than the average
- C&A department indicates many psychosocial risks as important (both resources and priorities)
- The strong points to increase the well-being of their employees are linked with support of superiors and colleagues – job variation and independence
- Less good scores are linked with **Labour organisation** (policy organisation) & work pressure -> mental & emotional strain = which leads to a gap in the **job security** and impact **global motivation and intention to leave**.
- Other points to highlight are **evaluation and career opportunities** linked with communication
- **Atmosphere at work** is identified as the most important priority for the people of C&A department
- Management is very well perceived but has to improve **the feedback culture** (linked with communication)
- **Unwanted behaviours must be taken into account** -> 1 person indicate being victim of sexual harassment – 2 persons for discrimination – 2 persons for internal aggression.

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 😊

