

Engagement Survey 2021 – SONAR Report

Six Construct Qatar

Stéphanie Leblanc – Prevention Advisor Psychosocial Aspects Mensura

Larissa Gilleman - Change Management

Caroline Vyncke – Talent & Leadership Management

Sylvie Floor – Learning & Development Management



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

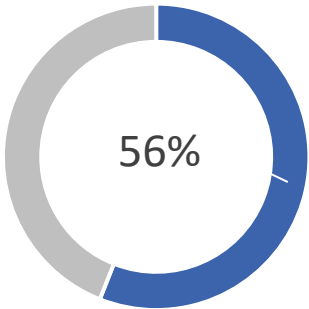
- SONAR refers to the device used to detect what is underwater
- On the surface, we observe various **behaviours** e.g. stress, lack of motivation etc, but we do not know the causes
- With the 29 **SONAR questions**, we can explore the underlying risks and evaluate if they influence positively / negatively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

Scan results



Response Rate =
53 participants

Sixco Qatar



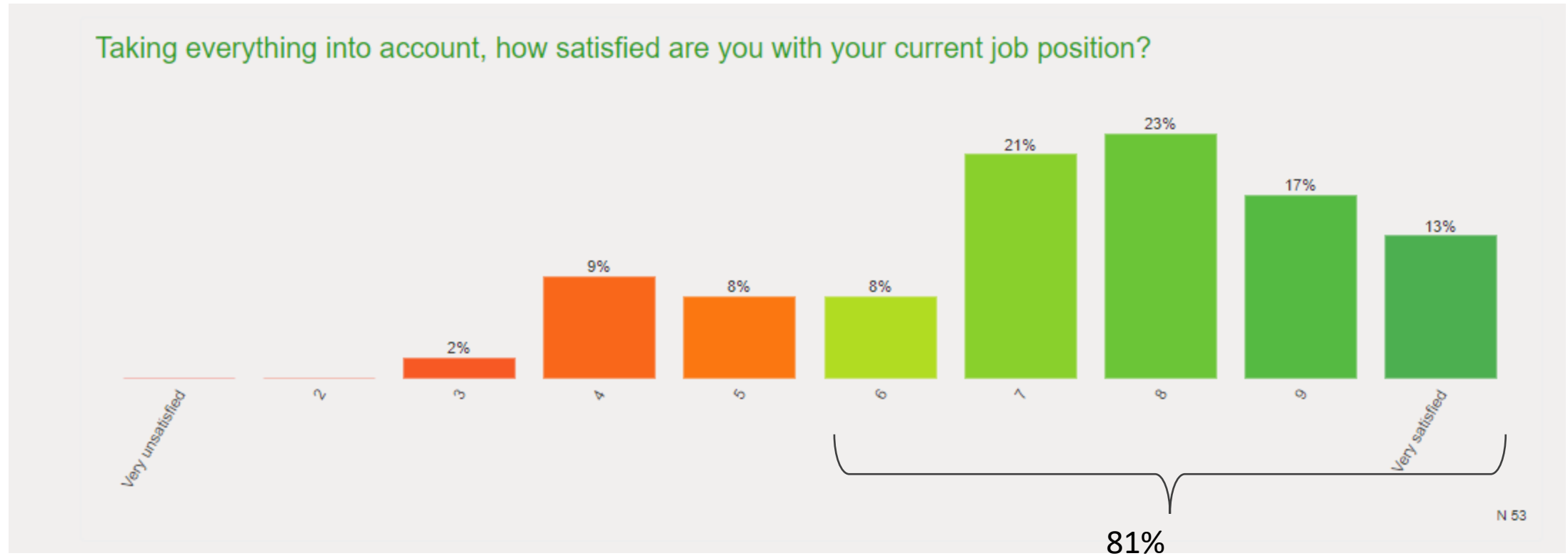
Sixco Qatar



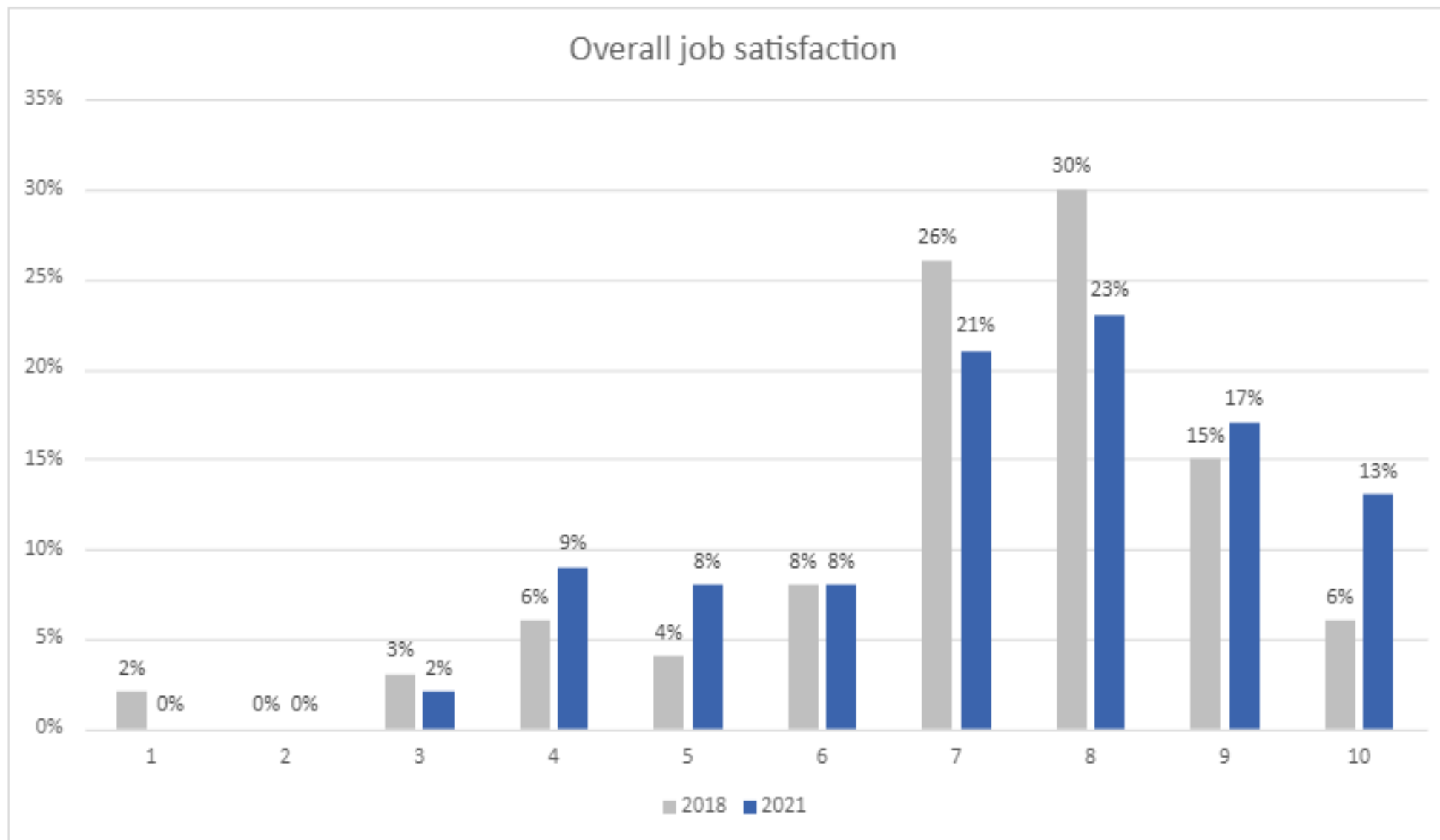
Satisfaction & Net Promoter Score



Satisfaction score

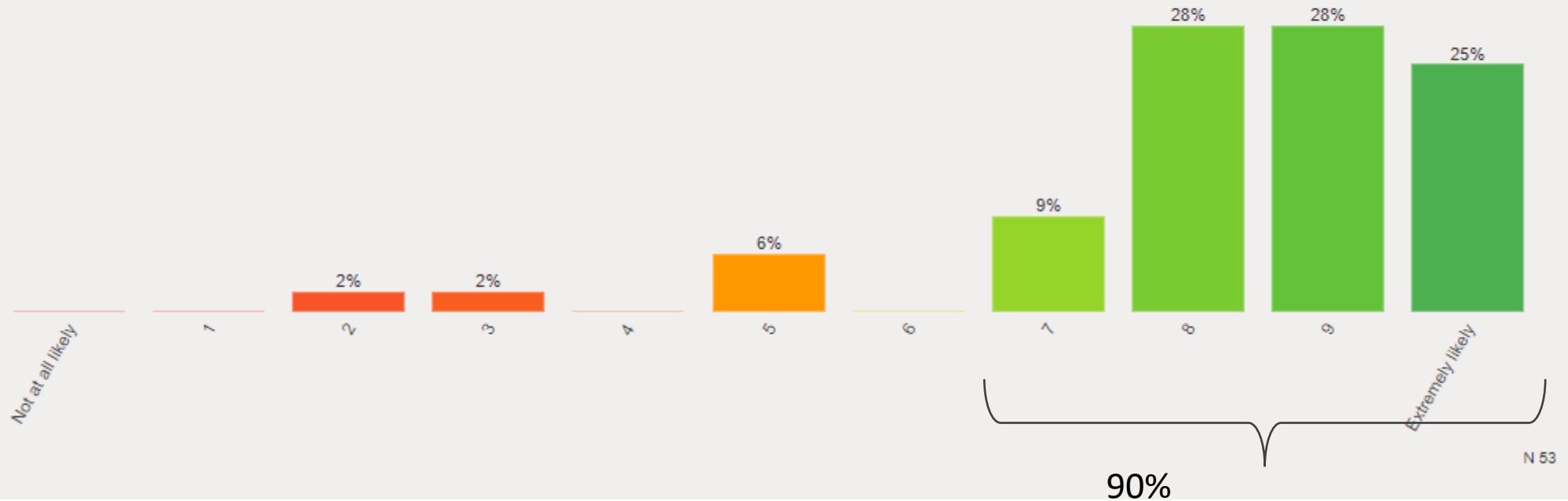


Satisfaction 2018 >< 2021

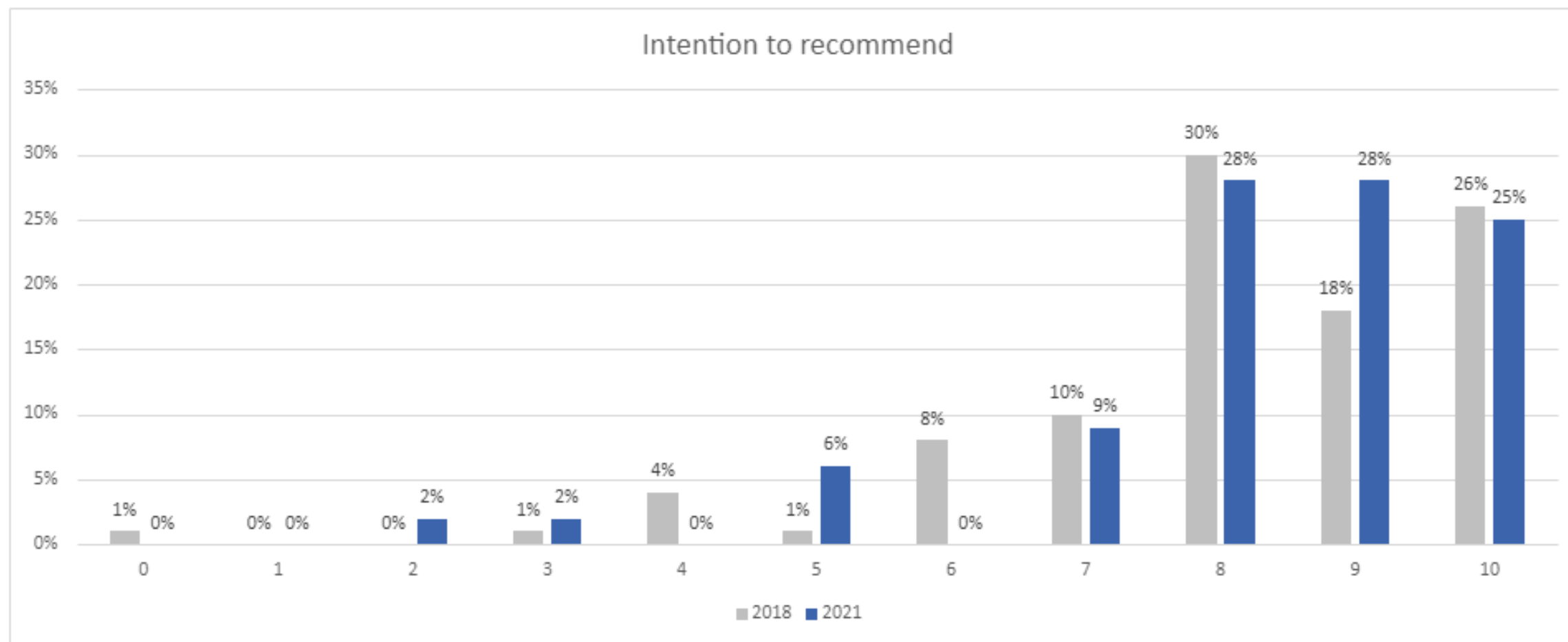


NPS Score

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

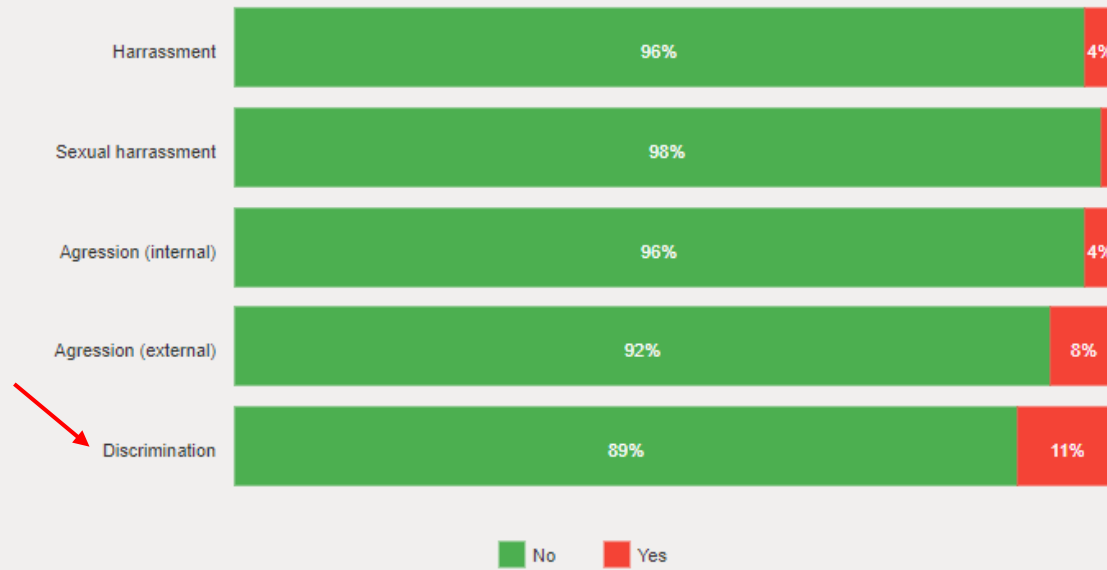


NPS score 2018 >< 2021



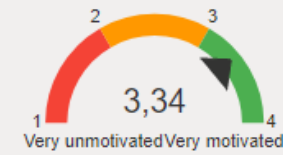
Well-being Indicators

Unwanted Behavior At Work



N 53

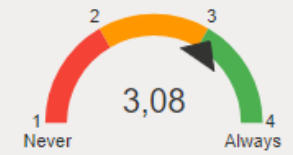
Motivation



Stress



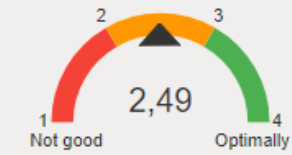
Coping stress



Intention to leave



Work Life Balance



N 53

Psychosocial risks

Labour organisation



Structure ↑
CultureSay ↑
Culture ↑
Job security ↑

Job content



Variation ↑
Procedures ↑
Complexity ↑
Independence ↑

Terms of employment



Training ↓
Career Opportunities ↓
Evaluations ↓
Remuneration ↓

Workplace conditions



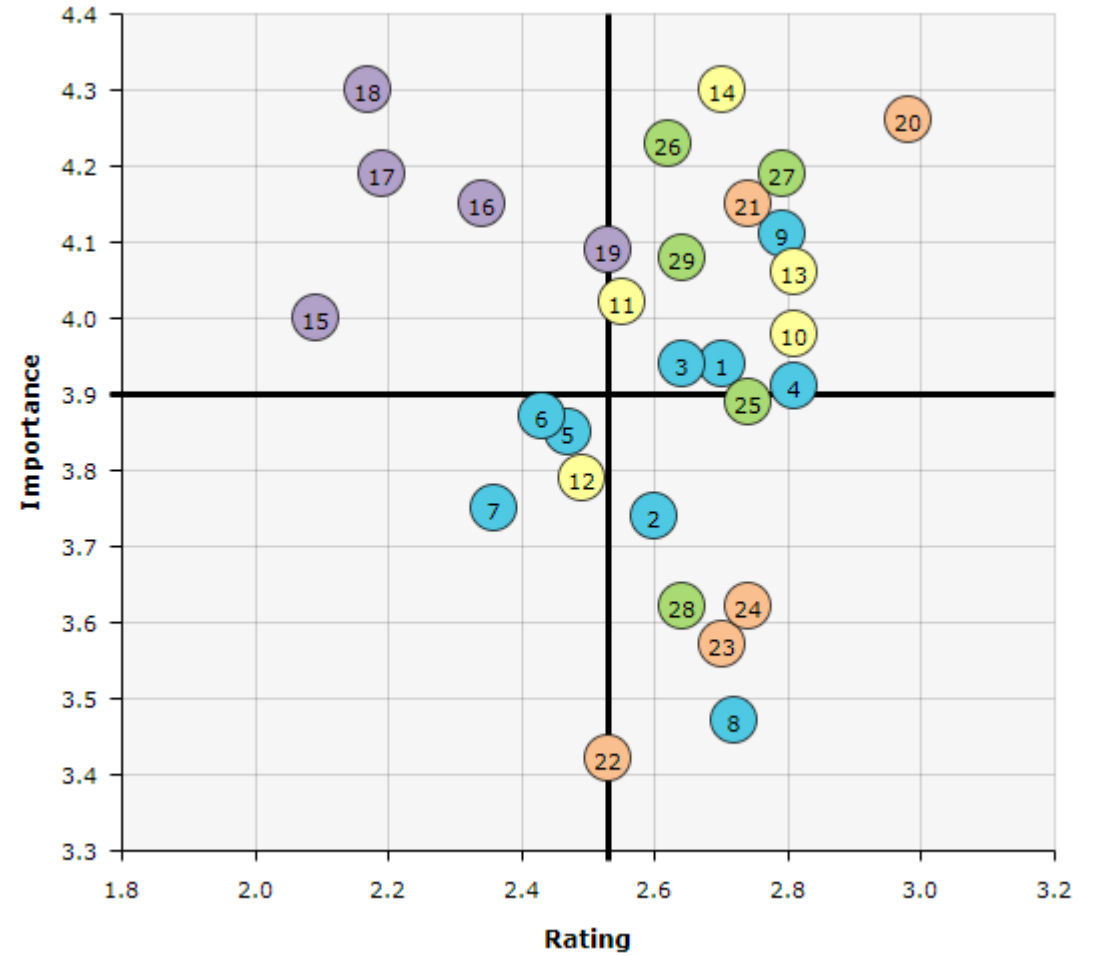
Safety ↑
Work equipment ↑

Job related interpersonal relations



Support of superior ↑
Atmosphere ↑
Communication ↑

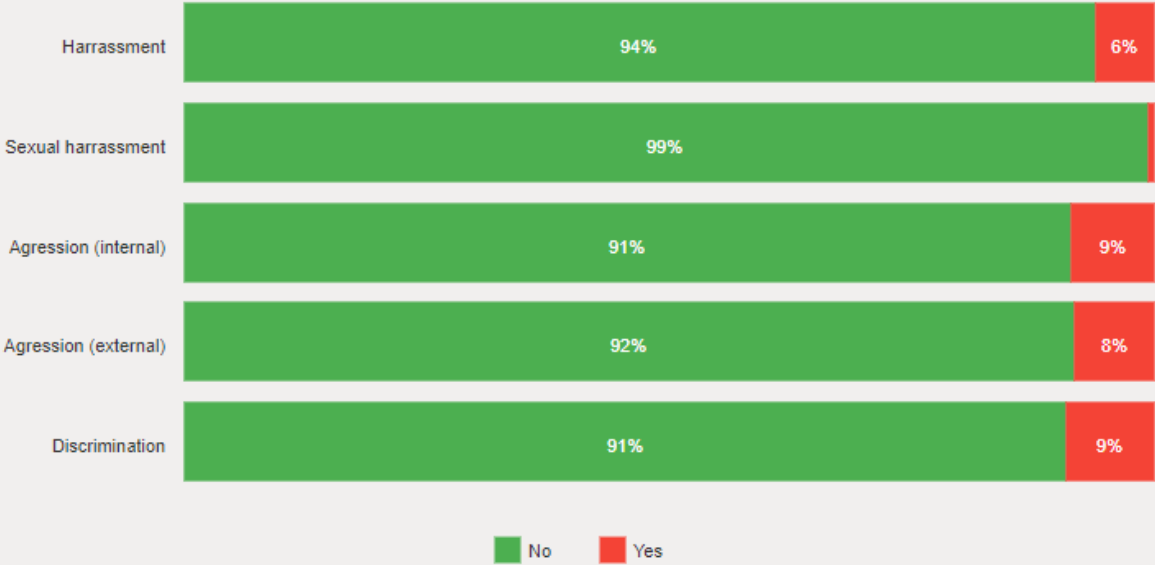
Job content	1. Variation in the work	2.7	3.94	
	2. Division of tasks	2.6	3.74	
	3. Work procedures	2.64	3.94	
	4. Level of difficulty	2.81	3.91	
	5. Job pressure	2.47	3.85	
	6. Mental strain due to the work	2.43	3.87	
	7. Emotional strain due to the work	2.36	3.75	
	8. Physical strain due to the work	2.72	3.47	
	9. Independence in the work	2.79	4.11	
Work organisation	10. Clear organisational structure	2.81	3.98	
	11. Say in the organisation	2.55	4.02	
	12. Policy organisation	2.49	3.79	
	13. Organisational culture	2.81	4.06	
	14. Work and job security	2.7	4.3	
Work conditions	15. Training opportunities	2.09	4	
	16. Career opportunities	2.34	4.15	
	17. Evaluation procedures	2.19	4.19	
	18. Remuneration	2.17	4.3	
	19. Holiday, working regime	2.53	4.09	
Job situations	20. Safety	2.98	4.26	
	21. Work equipment	2.74	4.15	
	22. Noise	2.53	3.42	
	23. Lighting	2.7	3.57	
	24. Climate control and ventilation	2.74	3.62	
Job relations	25. Support and appreciation of colleagues	2.74	3.89	
	26. Support and appreciation from manager	2.62	4.23	
	27. Atmosphere at work	2.79	4.19	
	28. Contact with external parties at work	2.64	3.62	
	29. Communication and expectations	2.64	4.08	



BESIX GROUP RESULTS

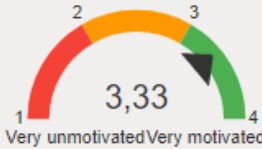
Well-being Indicators

Unwanted Behavior At Work



N 2,6k

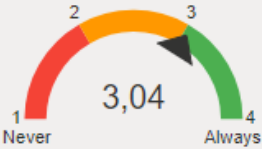
Motivation



Stress



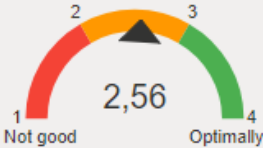
Coping stress



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



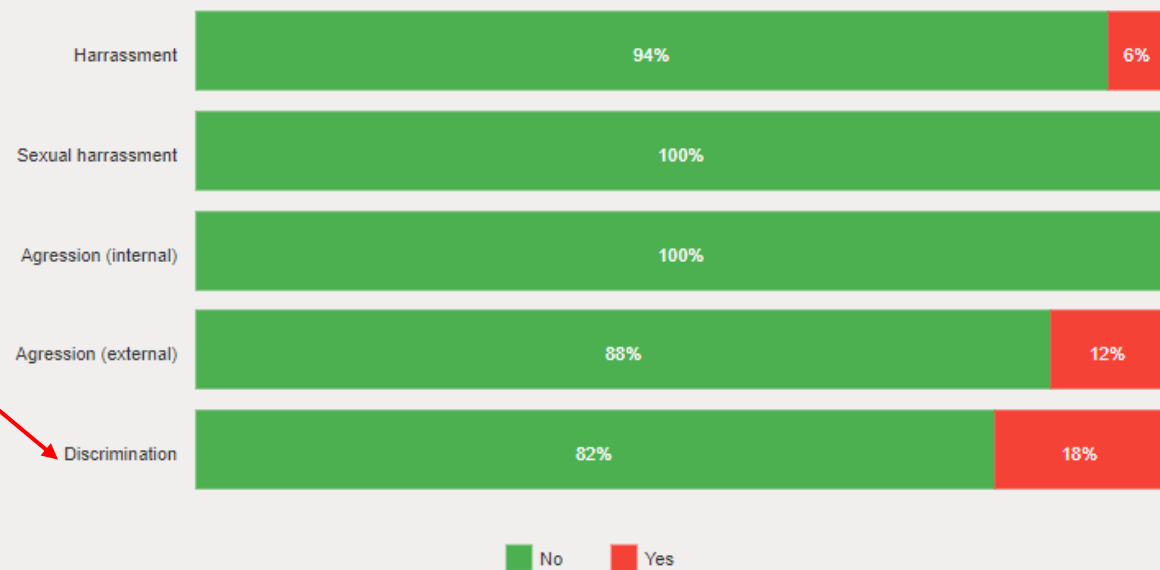
Support of colleagues ↑

Support of superior ↑

Results Non-Manager & Manager

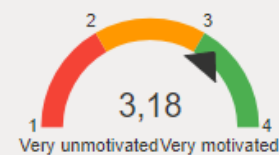


Unwanted Behavior At Work



N 17

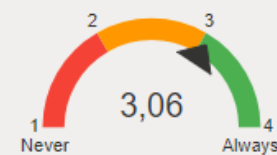
Motivation



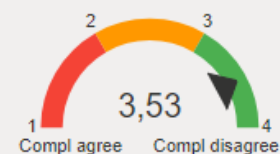
Stress



Coping stress



Intention to leave



Work Life Balance



N 17

Psychosocial risks

Labour organisation



Structure ↑ ↓ Say
Culture ↑ ↓ Job security

Job content



Variation ↑ ↓ Work procedures
Complexity ↑
Independence ↑

Terms of employment



↓ Training
↓ Career Opportunities
↓ Evaluations
↓ Remuneration

Workplace conditions



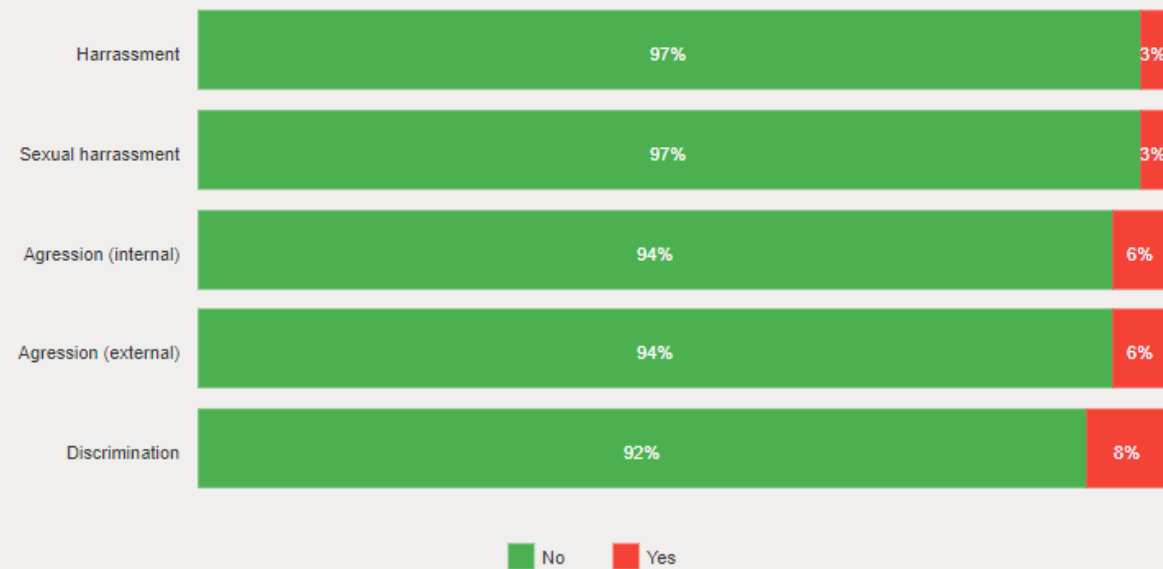
Safety ↑

Job related interpersonal relations



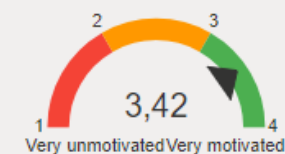
Atmosphere ↑ ↓ Support of superior

Unwanted Behavior At Work



N 38

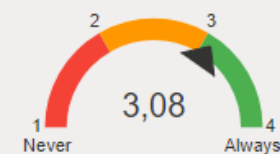
Motivation



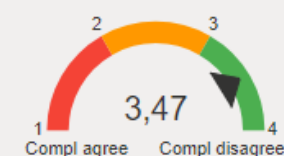
Stress



Coping stress



Intention to leave



Work Life Balance



N 38

Psychosocial risks

Labour organisation



Structure ↑
 CultureSay ↑
 Culture ↑
 Job security ↑

Job content



Variation ↑ ↓ Mental strain
 Work pressure ↑
 Independence ↑

Terms of employment



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

Workplace conditions



Safety ↑
 Work equipment ↑

Job related interpersonal relations



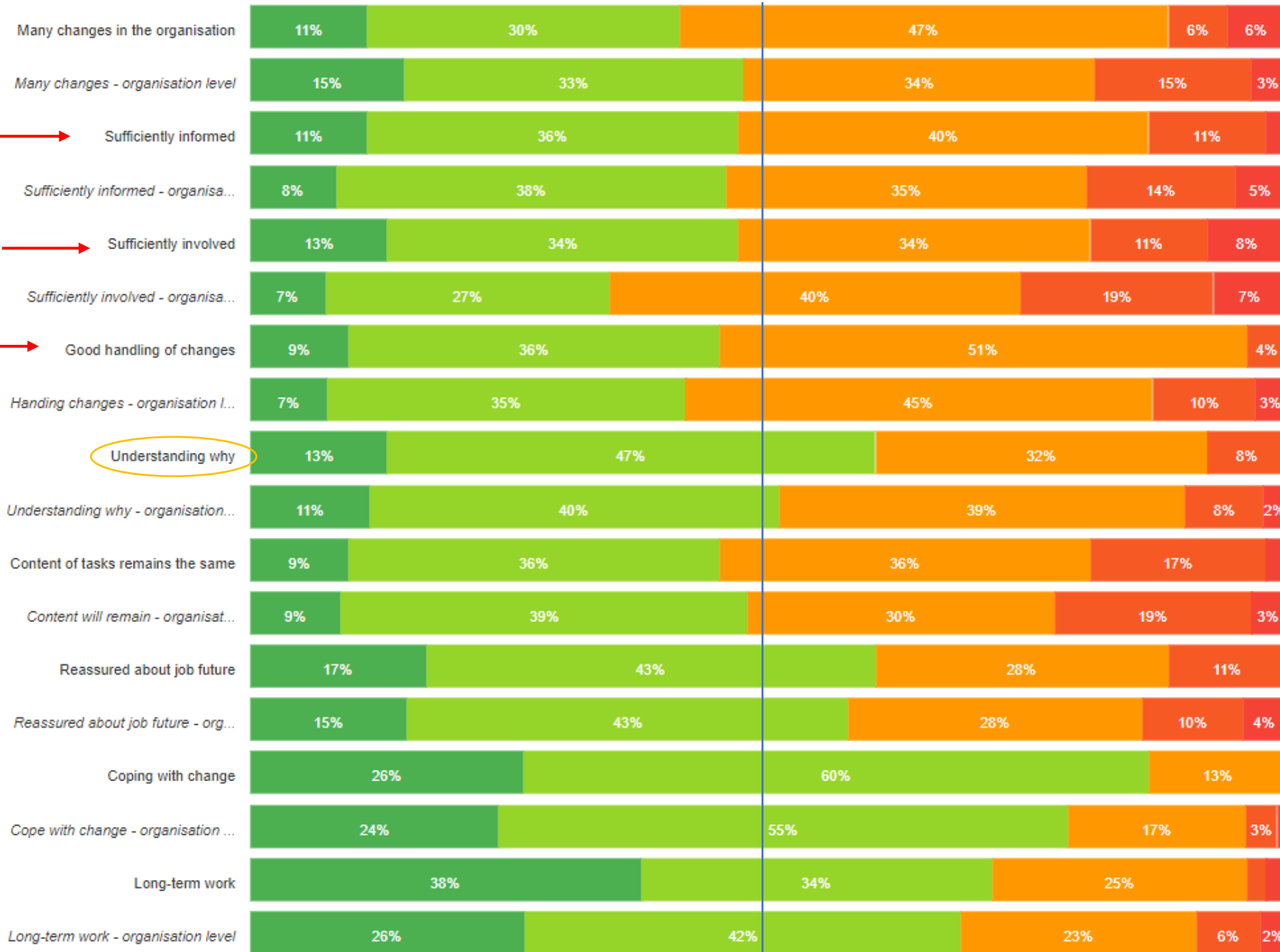
Support of colleagues ↑
 Support of superior ↑
 Atmosphere ↑
 Communication ↑

Results Module Change



Department
Company

Individual

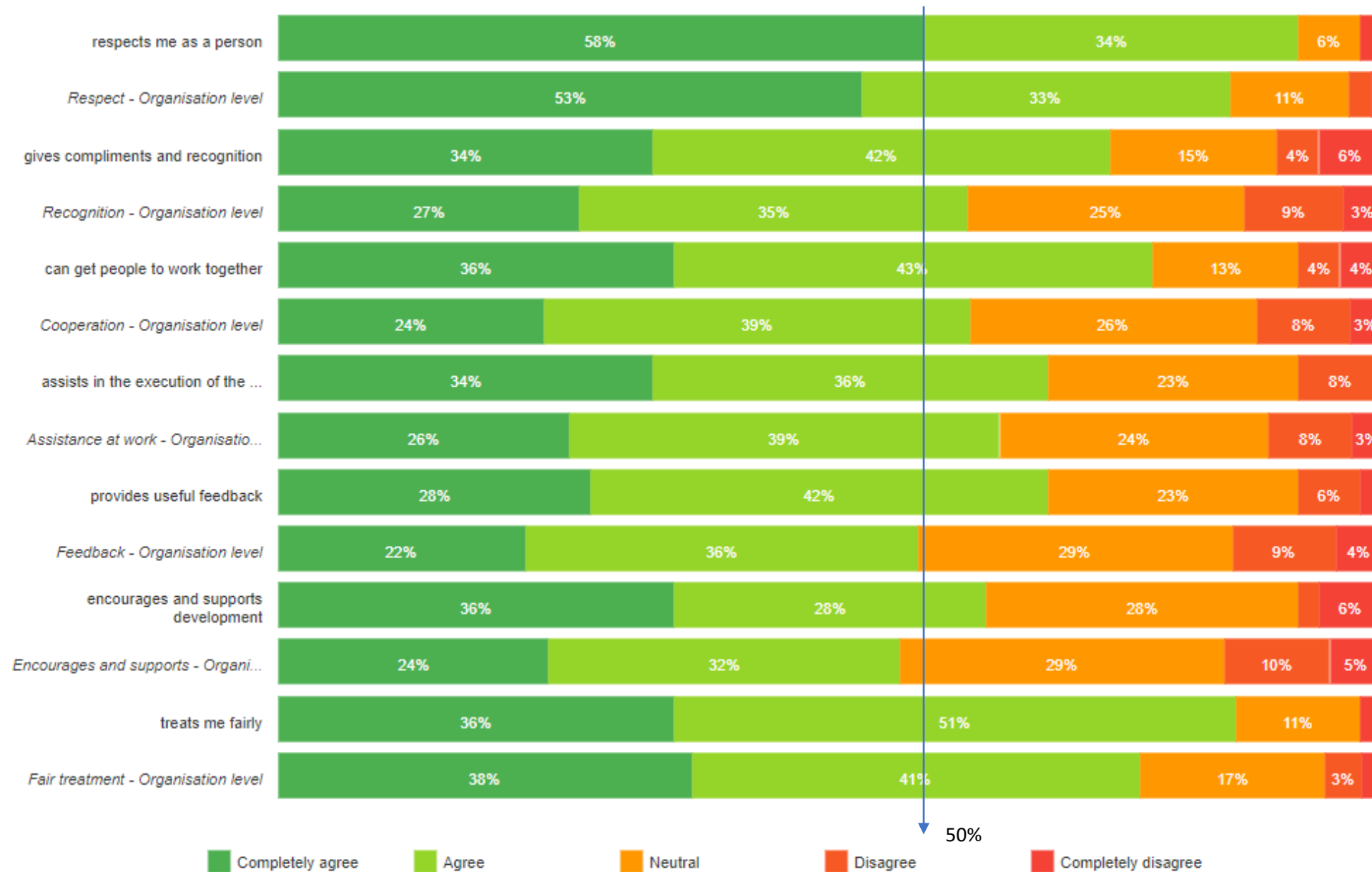


50%

Results Module Leadership



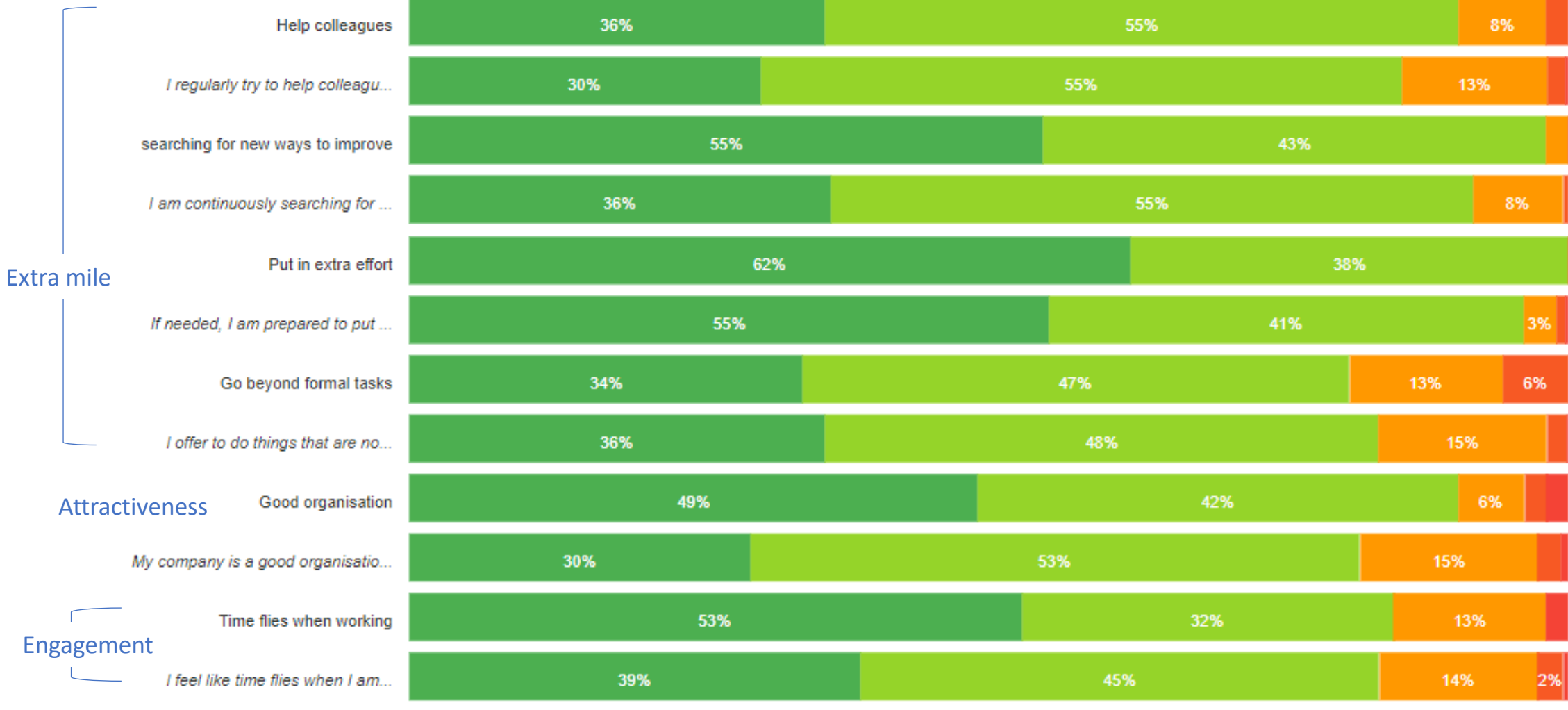
My manager...



Results Extra Module



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



Completely agree

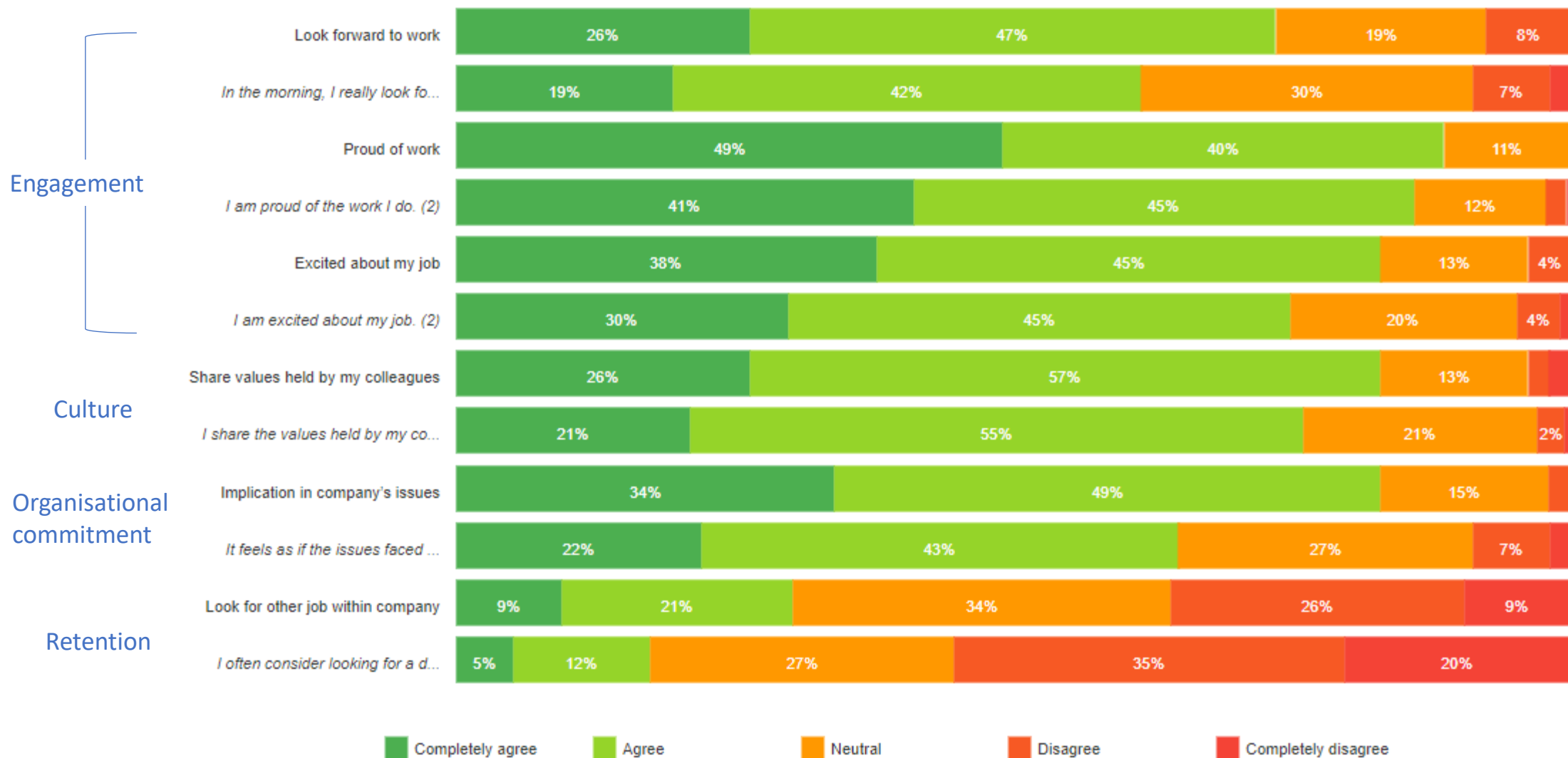
Agree

Neutral

Disagree

Completely disagree

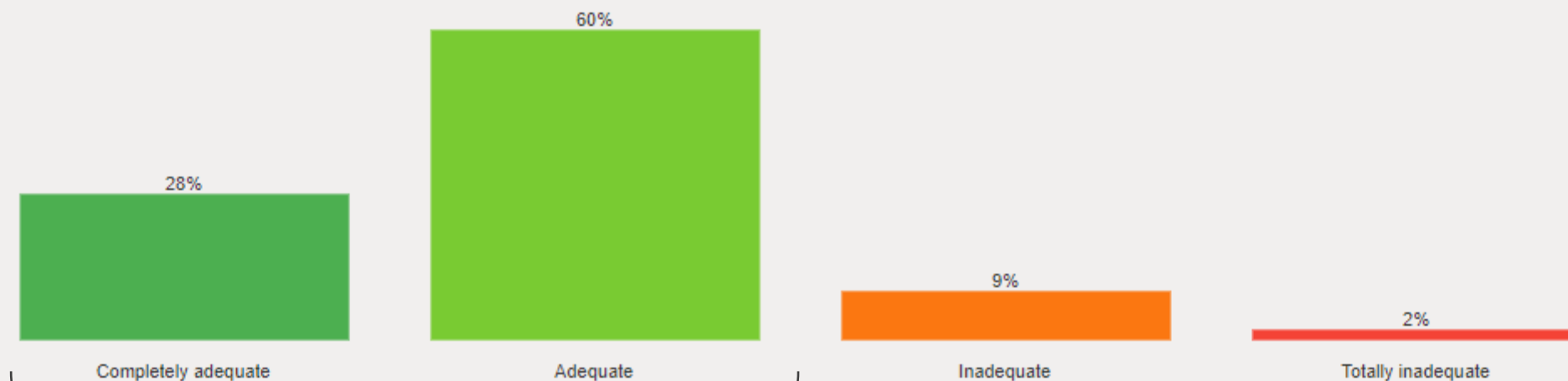
The following statements relate to your daily work in our company. To what extent do you agree with these statements?



Covid



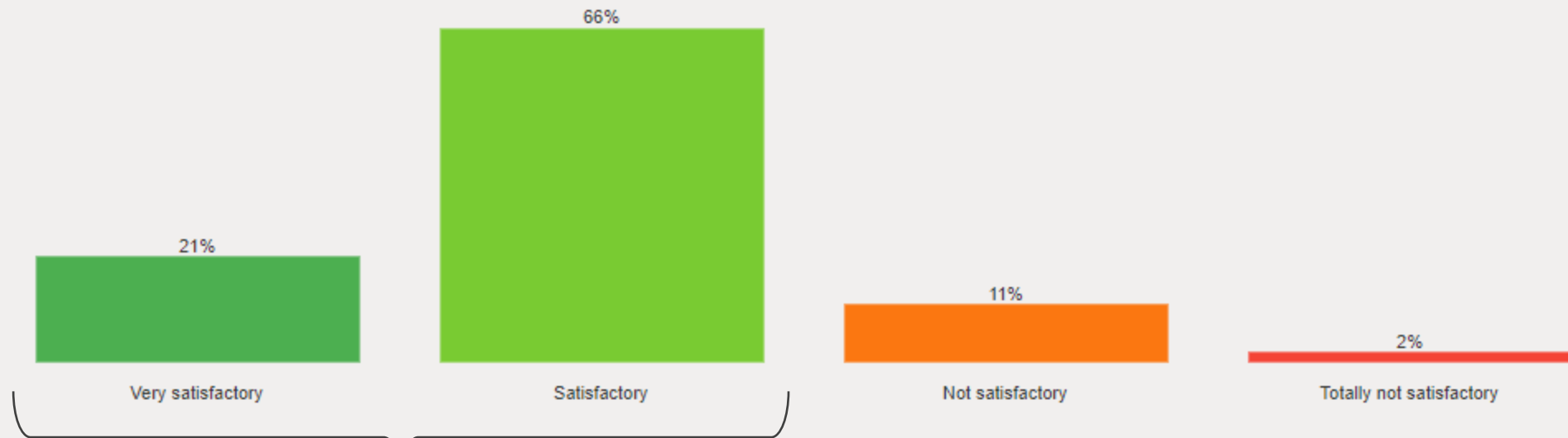
In the context of the Covid-19 pandemic, your company implemented sanitary measures in your workplace. Do you feel that these measures are adequate to keep you safe?



88%

N 53

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?





87%

N 53


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 and company (NPS score ++)

- Sixco Qatar has many strong points to increase the well-being of their employees & workers → Company & work organization – Job content - Relations at work
- Less good scores are globally **expressed by the management** and concerns → **support of superiors – job security – right to speak - discrimination**
- All groups population perceive an issue concerning → Terms of employment (**training – career opportunities – evaluation – remuneration**)

Action should be decided on those priorities

- Same perception Manager >< non Manager about the working environment 
- Still improve the intern communication (involve & inform your people)
- Leadership module scores very well 
- Be careful with **discrimination & aggression** (especially on management level)

Timeline Risk & Engagement Survey 2021

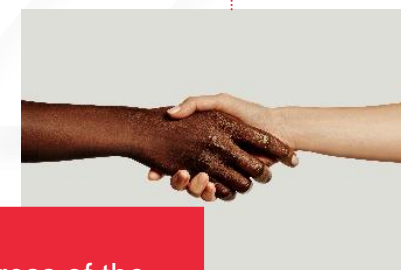
Individual presentation of the results to Entities and departments



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



Mid-2022



Measuring the progress of the actions implemented begin 2022

10-11/2021

12-2021

As from 05/10

Action plans to be taken following results



Group overall + Local

Thank you

