



Employee Wellness Survey

Capability statement

2020





Content

1. Why conduct an employee wellness survey?
2. How can we help you?
3. What can you expect?



Executive Summary

Today organizations face unprecedented challenges, maintaining employee motivation and performance is key

To maintain productivity and motivation we help organizations **assess the workforce sentiment** through a **free plug and play Survey as a Service**, and provide solutions and guidance to adapt smoother to new challenges.

CURRENT CHALLENGES



COVID-19 requires us to navigate in **uncharted whitewaters** and creates a **need to act quickly**



Organizations **forced to introduce remote work without appropriate preparation** of workforce, processes and technologies



Working remotely and **dealing with uncertainty** is **challenging** for **employees and leadership**



Crisis communication is **top down** and **frequent**, **bottom-up employee perspective** is often lacking

OUR SOLUTION

A

Survey as a service solution
incl. results report to understand workforce requirements

B

Toolbox with measures tailored to individual workforce requirements
to address areas of improvement

C

Data-backed advice for leadership on managing productivity and motivation during a crisis

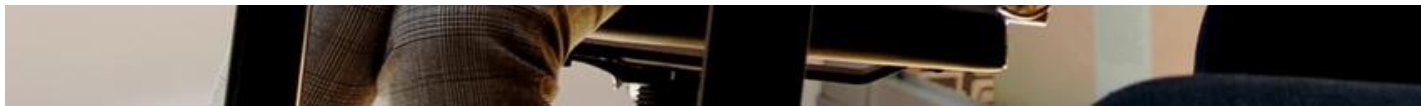


Your benefits

1. **Ability to assess and analyse employee sentiment** in times of uncertainty
2. **Avoid disconnection with workforce** during remote work
3. **Maintain and enhance employee productivity and well being**
4. **Support Leadership** to manage through the crisis



Why conduct an employee wellness survey?



Why should your organisation conduct an employee wellness survey?

The purpose

An employee wellness survey helps the organisation understand whether the employees are facing issues (personal/work) or need assistance in areas such as:

- Mental health issues
- Stress and pressure – personal and/or work
- Depression and anxiety
- Workplace issues and changes
- Anger and conflict issues
- Health and wellbeing
- Career planning
- Budgeting and financial assistance



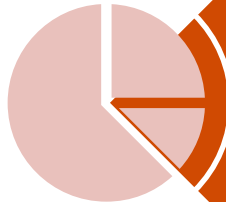
The purpose continued...

Well-being of your people is essential to your organization's success; structuring work with wellness in mind is key to maximizing productivity, focus, and vigor in your people

According to a research by PwC:



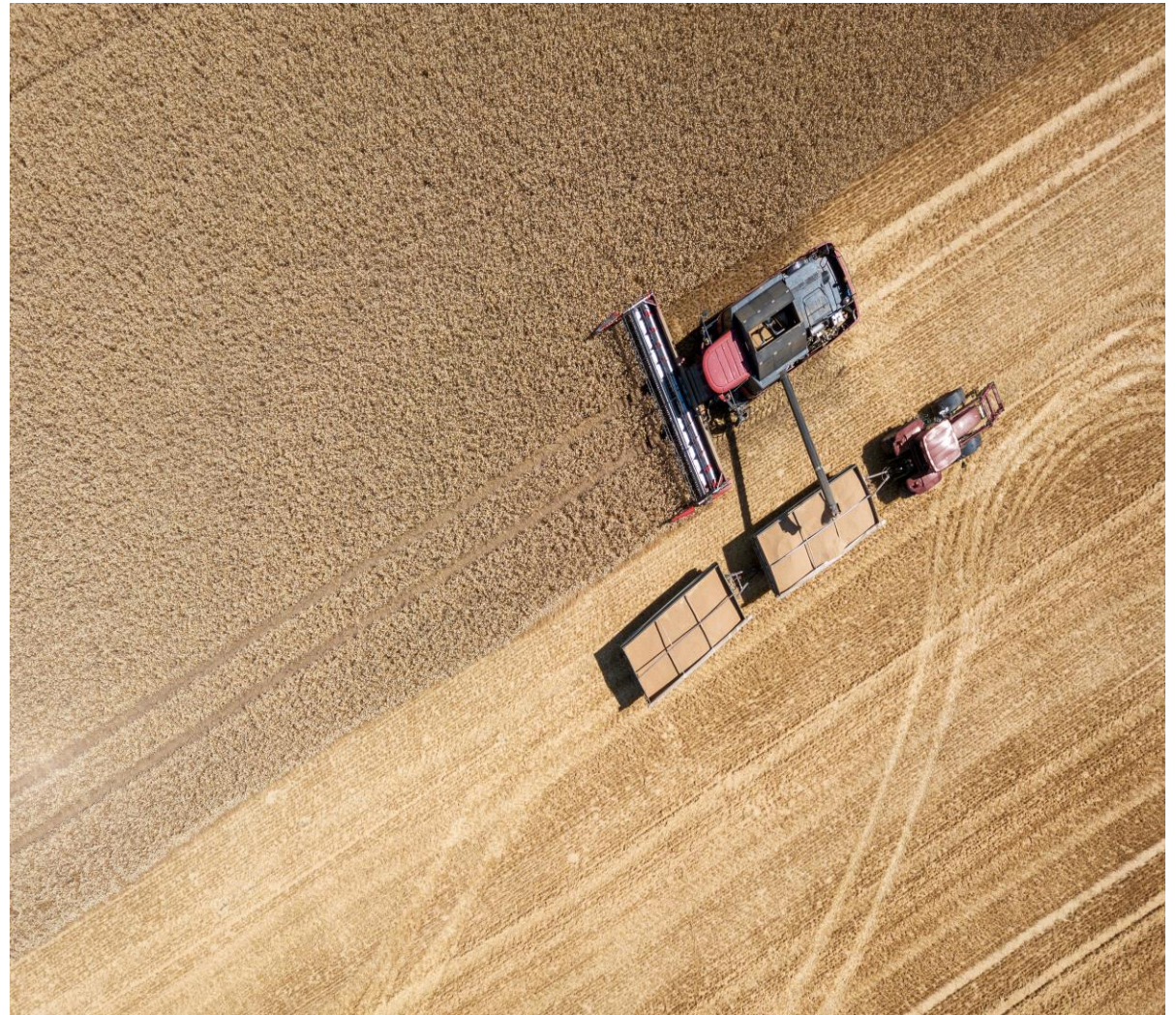
83% of workers feel that their well-being influences their Productivity



33% of workers feel their well-being has been a contributing factor in a decision to leave their job

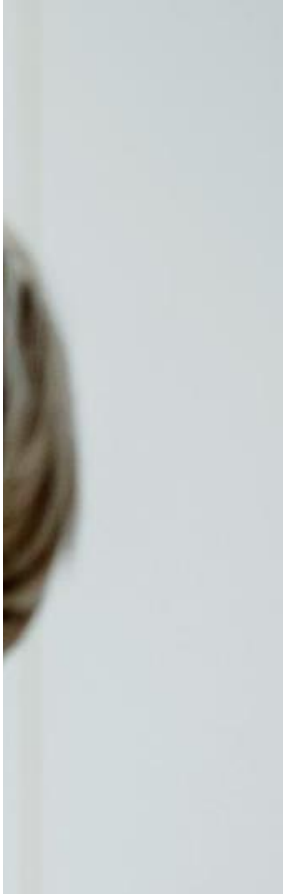


39% of workers have taken time off or reduced responsibilities due to a well-being issue





How can we help you?



How can we help?

- ❖ Determine the **key factors** in employee wellness in your organisation
- ❖ Conduct a **survey** to determine how well your employees are fairing more so during this Covid-19 pandemic period
- ❖ Determine the **gaps** in employee wellness
- ❖ Advice on the employee **wellbeing initiatives** that are best suited for your organisation based on the survey results
- ❖ Offer our available benchmark information on employee wellness and **our recommendations**



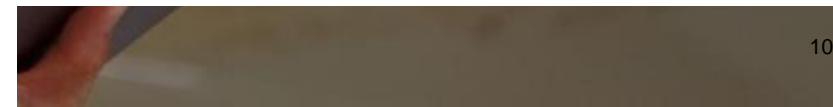
How reimagining HR can help you build a more engaged workforce

- ❖ Improving **intent to stay**
- ❖ Enhancing team **engagement**
- ❖ Enhancing team **effectiveness**
- ❖ Enhancing **citizenship** behavior
- ❖ Enhancing **client relationships**
- ❖ A focus on **employee well-being** is critical to driving employee experience
- ❖ A focus on the **well-being of the business** creates an environment in which employees can thrive and are loyal





What can you expect?



The business benefits of improving employee well-being

Monitoring employee wellbeing is critical more so now during and after the Covid-19 pandemic. With most employees working away from the office, it can be hard to track and notice any wellbeing issues that employees may be facing. Therefore, deliberately checking the organisational pulse on wellbeing will not only help you identify the wellness gaps but also find ways to remedy them through various wellness initiatives.



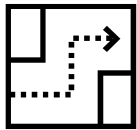
More engaged

Happier employees will result in positive outcomes for the business such as loyalty, high productivity, longer employee tenure amongst others.



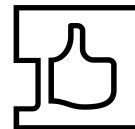
Stay longer

Employees will stay longer hence reducing employee turnover and all the high costs associated with it.



Increased productivity

Increased productivity has multiple positive effects among them increased quality, efficiency, reduced costs and increased revenues.



Boost in morale

High morale among employees results in better teamwork, higher productivity and ultimately higher revenues.



Improved attendance

Employees who are whole, will take less sick off days and will be more than happy to show up at work.



Improved teamwork

Teamwork is made possible by good communication, planning, problem solving and negotiating . All this are made possible by improved employee wellbeing.

PwC's Well-being Learning Project:

Measures of well-being

Happiness	The extent to which a person feels certain positive emotions such as being happy, pleasant or positive
Burnout	The degree to which a person feels emotionally drained or depleted at the end of the day
Engagement	A measure of pride, satisfaction, advocacy and intent to stay with the firm (as measured through the PwC People Engagement Index)
Passion	The level of excitement a person has about how their work contributes to PwC's success and if they feel energized by

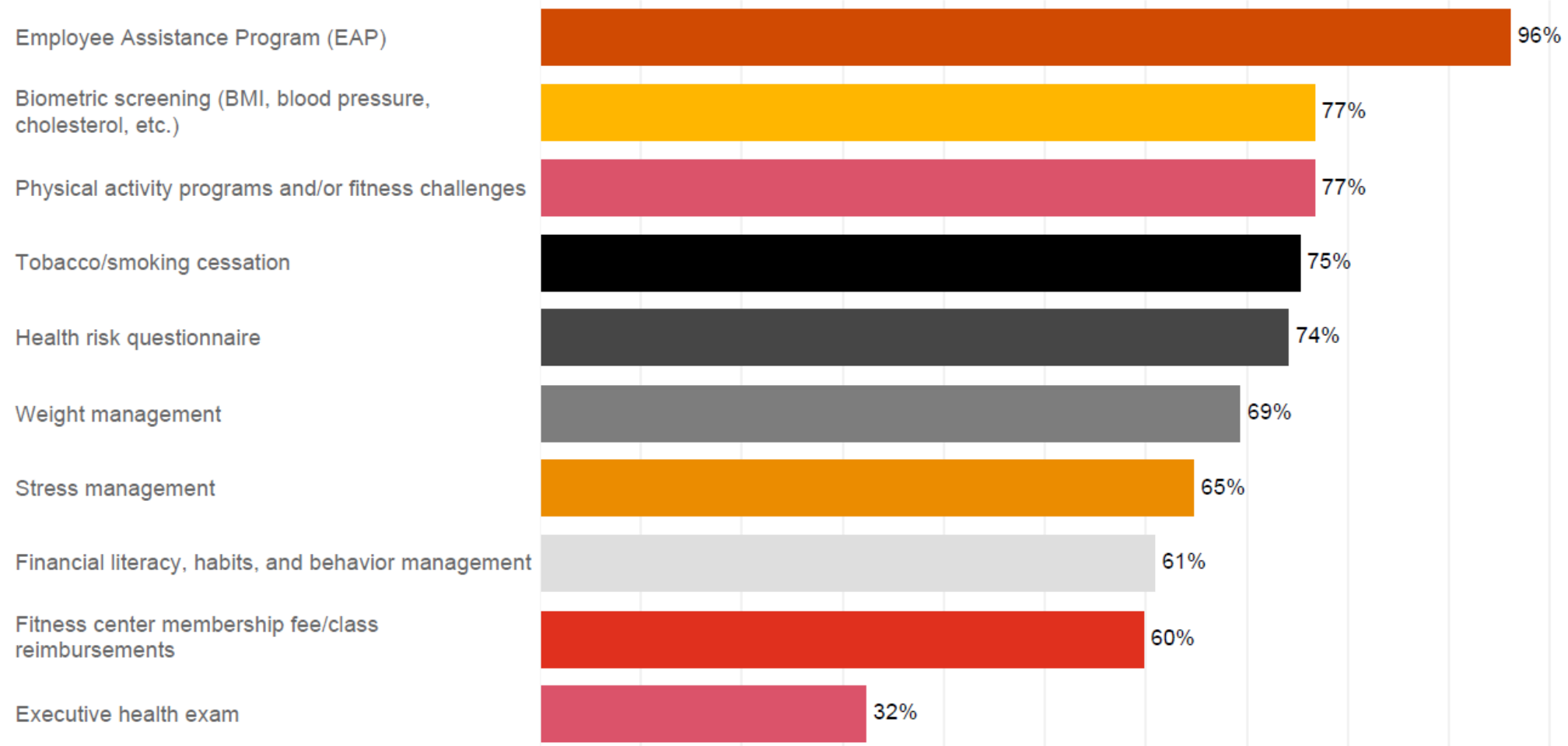
Outcomes of well-being

Citizenship behaviour	Measures whether a person helped others or acted on others' behalf, regardless of whether personal rewards were associated with the action(s)
Intent to stay	Measures whether a person intends to remain employed at PwC
Team effectiveness	Measures team effectiveness in meeting deadlines, working within budget, obtaining client feedback, finding better ways to do the work, etc.
Team engagement	Measures whether a person is engaged with the work and with others
Client relationships	Measures perceptions of the contribution of well-being behaviors to client relationships

Examples of wellness and well-being programs

Based on PwC's Health and Well-being Touchstone Survey results

Respondents currently offering wellness/well-being programs:



We look forward to hearing
from you

