



Axus Foundation Employee Engagement Survey Manager Report

TAS compared to Axus Foundation overall

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Introduction

1.1 Purpose of this Report

This short form report (this “Report”) has been designed for the manager of Axus Foundation, Location: TAS. It provides a high level summary of the results of the Employee Engagement Survey (the “Survey”) for TAS and Axus Foundation overall. See page 5 for considerations regarding the interpretation of this Report.

1.2 Restricted use of this report

This Report has been prepared for the exclusive use of Axus Foundation for the purpose set out in Section 1.1. It may not be used for any other purpose, nor may it be provided to any third parties without our prior written consent. This Report has been prepared in accordance with Insync’s standard terms and conditions. Insync, its directors, shareholders, employees, agents and representatives, each expressly exclude all responsibility and liability arising in any way from reliance placed by any third party on this Report.

1.3 Engagement framework

The Survey is based on the Insync model of employee engagement which is inspired by a combination of insights from both theoretical and empirical research in the organisation psychology and management literature. This research is incorporated into a framework that measures the emotional, cognitive and behavioural aspects of engagement. The framework is supported by a detailed white paper. For the white paper or a complete list of the literature used, please contact your Insync project manager or email research@insyncsurveys.com.au.

Insync’s model encompasses 10 items that measure the level of employee engagement and 10 items which measure performance in areas that have been shown to drive engagement levels.

There are three components in the engagement model:

- **Heart** – employees are emotionally invested in the organisation. They are satisfied, committed and proud.
- **Head** – employees think positive things about the organisation. They are enthusiastic and embrace challenges.
- **Hand** – employees translate their positive thoughts and feelings into action. They go above and beyond the call of duty and share willingly with their colleagues.

These three components are positively correlated. This means that an engaged employee should possess an emotional commitment to the organisation (the Heart), enthusiasm for work (the Head) and engage in positive discretionary behaviour (the Hand) for the benefit of the organisation.

By assessing the level of employee engagement and what’s driving engagement, the Survey can identify what kind of issues are potentially acting as barriers to achieving an organisation’s engagement goals, where those problems are and what actions can be taken.

Your Employee Engagement overall

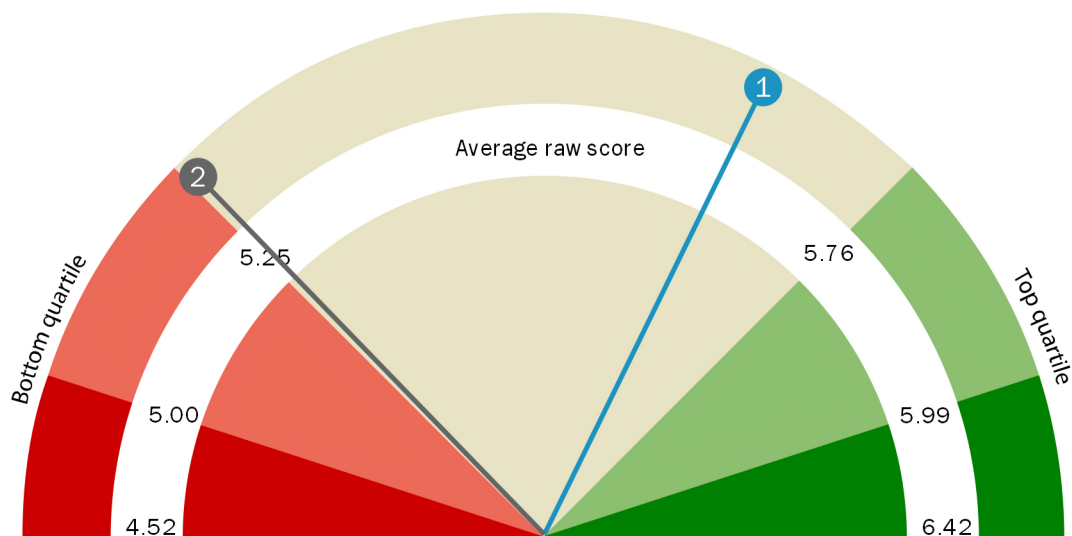
This result shows the Employee Engagement index of TAS compared to Axis Foundation and Insync's benchmark database.

Results are displayed as average raw scores and percentage of respondents who scored items either a six or seven on the seven point rating scale. The diagram and colour coding indicate how your average raw score compares to Insync's benchmark database.

Your engagement index compared to Insync's benchmark database

Organisations in the top quartile typically achieve 70% favourable responses or above.

Organisations in the top decile typically achieve 80% favourable responses or above.



Id	Location	Average raw score	% favourable	n
1	All staff	5.65	64%	2415
2	TAS	5.26	49%	158

Your average raw score compared to Insync's benchmark database.

Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile

Engagement items table

This table shows the cognitive, emotional and behavioural engagement of TAS compared to Axus Foundation.

The results are displayed as the percentage of respondents who scored items either a six or a seven on the seven point scale. The colour coding indicates how the average raw score compares to Insync's benchmark database.

Survey item	All staff	TAS
1.1 I am proud to be working here	70%	51%
1.2 I would recommend Axus Foundation as a workplace to my family and friends	45%	20%
1.3 Overall, I am satisfied with my job	62%	46%
1.4 I have a strong sense of belonging to Axus Foundation	59%	44%
1.5 I believe that my own success is important to the success of Axus Foundation	65%	46%
	63%	52%
	70%	68%
	75%	62%
	62%	49%
	67%	55%
Engagement index	64%	49%

Your average raw score compared to Insync's benchmark database.

Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile

Drivers of engagement table

Below is the engagement index of TAS.

Engagement index	49%
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The table shows the survey items that drive employee engagement. Other things being equal, improving your performance in these areas will drive an increase in employee engagement. These drivers of engagement are listed in descending order of impact on engagement.

Results are displayed as the percentage of respondents who scored items either a six or a seven on the seven point scale. The colour coding indicates how the average raw score compares to Insync's benchmark database. Note that these are NOT the engagement items, which are reported on page 3.

Survey item	All staff	TAS
2.1 Axus Foundation cares about and is committed to me	50%	32%
2.2 I understand how my role contributes to Axus Foundation's long term goals and strategies	67%	47%
2.3 My skills and talents are used to their full potential	52%	40%
2.4 My work group is committed to improving productivity	72%	69%
2.5 Our senior leadership team has a vision for Axus Foundation that inspires me	52%	42%
	77%	72%
	63%	49%
	64%	46%
	59%	33%
	74%	61%

Your average raw score compared to Insync's benchmark database.

Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile

Considerations for interpreting this Report

This Report provides a perspective of the perceptions of the employees in relation to the effectiveness of your organisation. This Report does not provide the extra insights that would be gained by a full organisational review, focus group sessions and other interviews with employees or by a review of appropriate documentation.

It has been assumed that each employee completed the Survey in good faith. Our Survey services did not extend to taking steps to verify that the responses of each employee were a true and proper reflection of their views in relation to each Survey item or question.

This Report sets out the responses of the employees who completed the Survey in March 2016. It reflects views they expressed in relation to the matters covered by the Survey during the period leading up to the date of the completion of the Survey. As views and circumstances change over time, this Report does not purport to predict the future effectiveness of your organisation.

Results are displayed as the percentage of respondents who scored items either as a six or a seven on the seven point rating scale. This Report does not provide you with information as to:

- the level of ambivalence around an item (i.e. being a four on the seven point rating scale)
- the proportion of respondents expressing slight agreement (i.e. being a five on the seven point rating scale), or
- if there is a large cluster of responses at the lower end of the seven point rating scale (i.e. being a one, two or three on the seven point rating scale) unless stated otherwise.

These may be important considerations when determining how to address organisational issues which may be evident.

Where to find further information

There is a range of supporting material for the Survey that can be obtained by contacting your Insync project manager, including a:

- complete list of literature (bibliography) used in the development of the Survey
- white paper on the Employee Engagement framework
- full list of standard survey items.

Types of reports available

Insync has two types of Employee Engagement reports available:

- executive and HR/OD team and
- line managers (this report).

Please contact your Insync project manager to discuss your requirements.