

## Employee Engagement - GENIE

At LTHE, in order to realize our vision to revolutionize the Hydrocarbon Industry, we believe it is exceedingly important to have an engaged workforce. It is also our strategic initiative as part of Lakshya 2021 to measure the engagement level of employees and make discretionary efforts to increase engagement score.

### The Challenge

The need for an in-house tool for employee engagement which could suitably be used at LTHE to redefine engagement beyond a 'HR measure' to a continuous and holistic part of an entire business strategy.



### THE SOLUTION

#### GENIE - Germinating Engagement by Nurturing & Institutionalizing Excellence

- After careful consideration of inputs from various stakeholders of different business verticals and after an elaborate study on varied models, an Employee Engagement Taskforce was created, which developed GENIE - an Employee Engagement Survey with a view to give our employees a chance to contribute in making LTHE a better place to work.
- 'Engagement Drivers' were created and shortlisted which were divided into three main categories – Engagement with Organization, Job & Team.

**Engagement with Team**

- Role Clarity
- Team Dynamics
- Constructive Feedback

**Engagement with Job**

- Career Development
- Learning Opportunities
- Rewards & Recognition

**Engagement with Organization**

- Organization Communication
- Organization Leadership
- Strategic Alignment

### RESULTS

- Our employees, through the survey identified Strategic alignment, Role clarity and team dynamics as the areas of strength and Constructive feedback, Reward and recognition and learning opportunities as areas that required augmented focus.
- Our Human Resource team has chalked out a plan to collaborate with the line managers in the quest towards attaining a sustainable engaged workplace.

### The Highlights

- GENIE was launched across 5 Business Units at 16 domestic and 10 international locations.
- Overwhelming participation of 80.25% across LTHE, with 67-68% of employees falling into the "engaged" bracket.
- The survey had 22 close-ended and 3 open-ended questions which ensured freedom of expression.
- As a result, Engagement score card generated across LTHE would act as a catalyst to accelerate business performance

### GENIE : EMPLOYEE ENGAGEMENT SURVEY DASHBOARD 2017

