



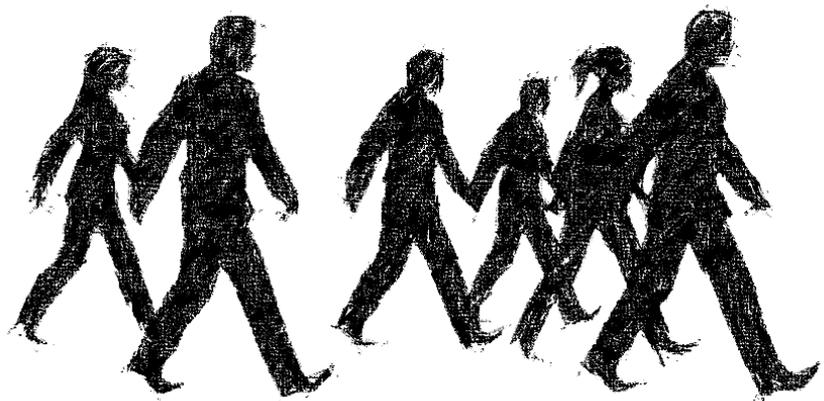
VOLITION™

ENGAGEMENT SURVEY

In 2017, Gallup released their *State of the Global Workplace* report showing that 85% of employees are actively disengaged in their work worldwide, resulting in a \$9 Trillion loss in income. No organisation can casually dismiss the necessity of having an engaged workforce.

Engaged employees are not only significantly more productive than disengaged employees, but also show greater capacity towards innovation, commitment as well as extra role behaviour. Resultingly, employee retention increases, well-being improves significantly, and owing to the increased productivity, net profit margins are maximised.

The bottom line – the degree of the engagement of your people has a direct impact on the success and longevity of your organisation.



WHY DO WE EXPERIENCE STAGNATING **ENGAGEMENT LEVELS?**

Despite the attention engagement has received over the last decade, global engagement levels have remained relatively stagnant. Existing measures often focus on a narrow range of aspects affecting employee engagement from an organisational or individual perspective. A comprehensive measure that captures the full spectrum of employee engagement is clearly need.

In response to this need, StratisQ Global Research has developed the E-Volition™ engagement survey.

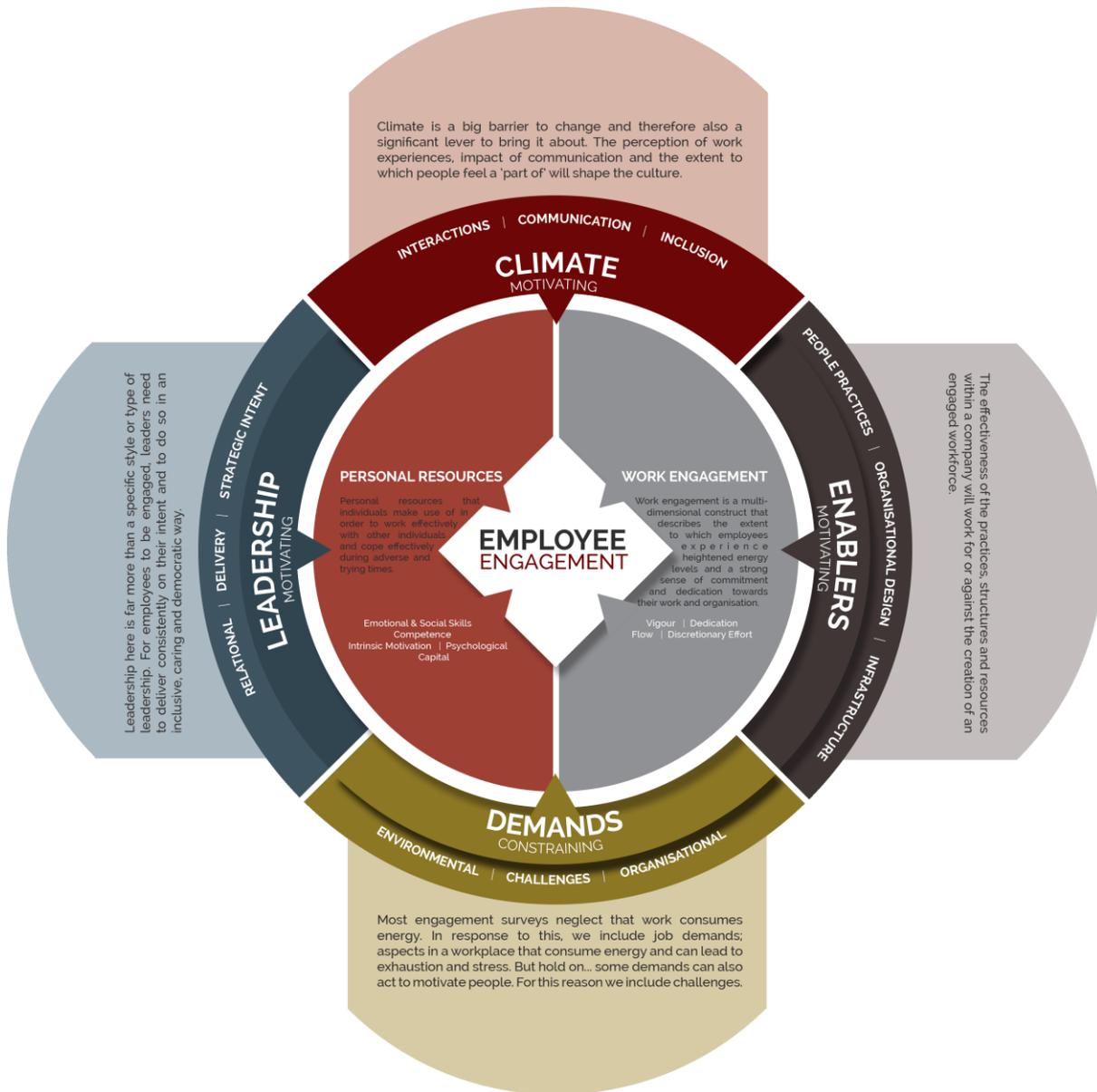
The E-Volition™ model (illustrated on the following page) conceptualises employee engagement as a multi-dimensional construct that can be influenced by a number of individual and organisational factors. As a unique tool, E-Volition™ combines sound research principles with a robust Organisational Development (OD) framework.

Our assessment empowers managers to identify and address the main factors that are either promoting or impeding their engagement levels. Now informed decisions on how to strategically improve can be made.



STRATISQ ONLINE

E-VOLUTION™ MODEL



ENGAGEMENT EXPLORED

Personal Resources

At the core of E-Volition are **Personal Resources**. These are the individual characteristics such as competence, psychological capital, and intrinsic motivation. They act as a filter through which someone experiences their organisation.

Personal resources serve to multiply positive experiences or buffer organisational demands, better understood as the aspects of the organisation that require continuous physical or psychological effort.

Put differently, an individual who is skilled at his/her job (competent), obtains meaning from performing the job (intrinsically motivated), and displays high levels of optimism, hope, resilience, and self-efficacy (psychological capital) is more likely to experience heightened levels of engagement.



Work Engagement

Work Engagement, defined as the relationship employees have with their work, can also be found at the core of our engagement model. Employees that experience high work engagement demonstrate enthusiasm, dedication and a greater sense of commitment for their work. This state of mind allows employees to entirely immerse themselves in their work achieving a state of flow.

The implications for leaders, is an increased willingness to contribute extra effort towards work without expectation of a reward.



Demands

Our engagement model then looks at the effect of **Demands** on employee engagement. These hindering demands include both organisational (job insecurity) and environmental (working conditions) aspects.

When not managed correctly, demands can drain the energy levels of employees and lead to disengagement. On the other hand, challenging job demands (job autonomy) provide growth and development opportunities that can lead to increased levels of engagement, provided that employees are sufficiently supported to capitalise on these opportunities.

Enablers

To bring out the best in employees, it is crucial that certain **Enablers** are provided by the organisation. As such, E-Volition™ considers the people practices, organisational design and infrastructure enablers that have a bearing on employee engagement.

For example, an organisation that provides adequate feedback and access to the tools that are necessary for successful job performance is more likely to benefit from an engaged workforce.

Intentionally fostering an engaged workforce cannot be possible without effective leadership.

In response, the E-Volition™ returns to the fundamentals of what leadership must achieve, regardless of what approach one adopts in their leadership style.

Leadership

Quality of relationships, consistent delivery, and clear strategic intent are explored as important aspects of **Leadership** that may positively or negatively affect employee engagement levels.

Leaders who demonstrate respect and fairness for their employees, as well as deliver consistently on their strategic intent, are more likely to have engaged employees than an organisation where the quality of leadership is continuously questioned.

Organisational Climate

The E-Volition™ assessment also explores **Organisational Climate**. The climate within an organisation bears a strong influence in shaping the behaviours employees engage in and, more importantly, how engaged they are at work. An organisational climate that fosters high levels of employee engagement is one where employees feel trusted, take part in information sharing and receive support from their colleagues as well as managers.

E-VOLITION™ FOR ENGAGEMENT

It is fundamental that managers foster an engaged culture where employee experience higher energy and absorption for their work. utilising insightful data that outlines the appropriate levers that business owners will be able to manipulate renders the E-Volition™ an indispensable tool for all companies.

