

WORK CLIMATE INDEX

Increase employee engagement and satisfaction



Why Employee Satisfaction Surveys can be essential for Business Success

Studies show that per employee approx. 2 to 3 monthly salaries are lost annually if the framework conditions in the company are not optimal. These are pure wage costs; not taken into account are costs due to faulty production, lost orders and a decline in customers. In Germany alone, these amounts are around EUR 340 billion per year. The working climate is of particular importance in this context.



What does the work climate have to do with the company's success?

If the working atmosphere is poor, employees are ill more often and for longer.

Employees who feel uncomfortable in the company and therefore do not identify with it are psychologically stressed; they make more mistakes and also perform significantly less well. They may produce more rejects or fail to meet agreed deadlines. This can lead to further consequences such as contractual penalties.

Poorly motivated employees without loyalty to the company can - if they are in direct contact with customers - cause the loss of customers.

A bad working atmosphere leads to a high employee turnover and resulting burdens for the company.

New employees have to be trained by the other employees, who are then unable to perform their actual tasks to the full extent.

In addition, employees who leave a company take know-how with them to their next employer, regardless of what confidentiality agreements have been made.

A lack of know-how and insufficient capacities to handle customer orders can lead to the loss of customers and thus to a sustained drop in sales.

BENEFITS

ROI (return on investment)
Cost savings by reducing sick leave and fluctuation.

EFFICIENT METHODOLOGY
anonymous feedback of all participating employees, divided into categories.

DEVELOPMENT
A deep understanding of the status quo perception of the employees and helps to identify opportunities for professional improvement.

COMMITMENT
Better performance of employees as they feel more involved and emotionally motivated.