

Potentia Pulse

Organizational Climate Survey

Potentia Pulse

Research has proved that the organizational climate affects employee morale, productivity, and financial performance. Strategies, plans, and managerial decisions based on the insights from a well-conducted survey provide greater confidence to managers. Potentia Pulse aids higher performance orientation, innovation, new initiatives, and formation of more cohesive teams.

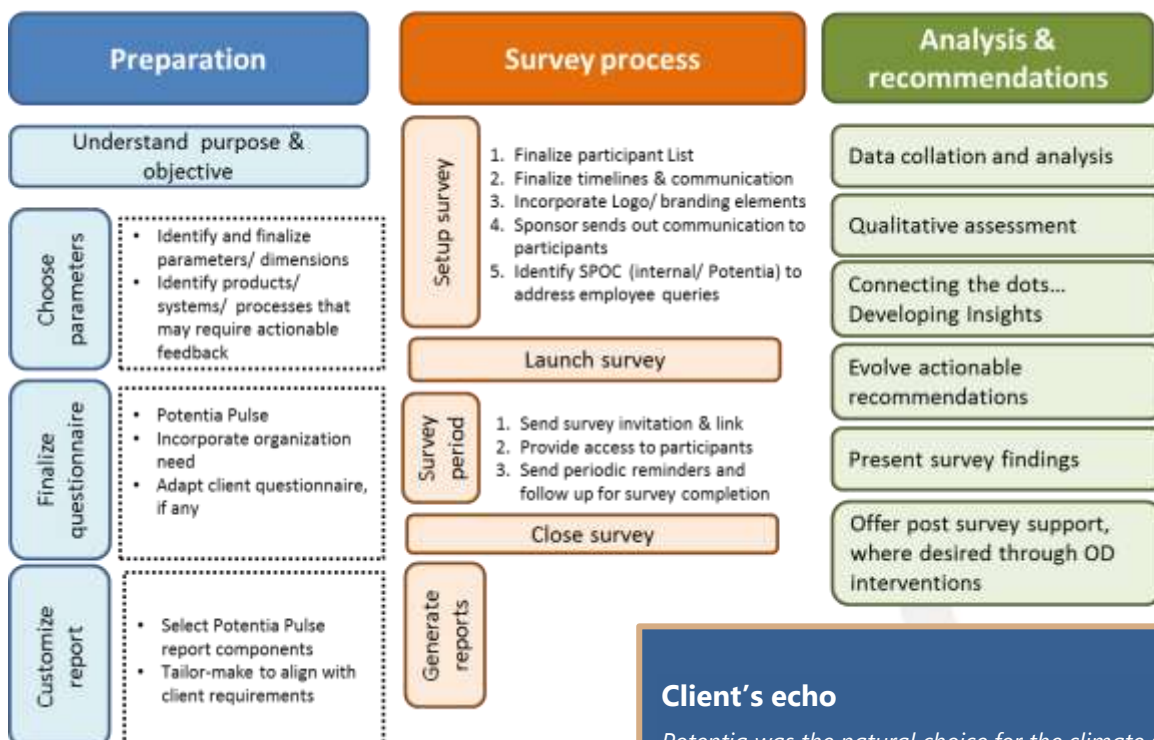
Use of organizational climate surveys

- Understand employees' perceptions of various facets of the organization
- Assess the internal health of the team/ department/ organization
- Gauge the impact of current policies/ practices and prioritize actions
- Evaluate the impact of any changes in policies
- Provide insights towards organization development and organizational change

Unique advantages of Potentia Pulse

- Unmatched expertise via our thorough understanding of employee engagement factors and knowledge of contemporary research
- Organisation specific customization to uncover the heart of the matter
- Guiding belief that the survey itself is an intervention
- Well tested, reliable and valid research instrument giving an array of most relevant statements
- Comprehensive survey analytics providing leadership insight
- Expert assistance in understanding and interpreting numbers to derive insights and actionable inputs
- Quick turn-around time, seamless rollout, and complete back office support to participants and stakeholders
- Secure and user friendly interface

How does the Potentia Pulse work?



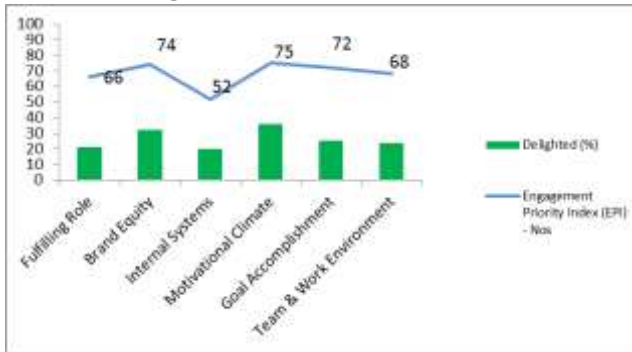
Client's echo

Potentia was the natural choice for the climate survey given their rich understanding of our organization Potentia customized the survey to suit business needs and also rolled-out the survey with a short turnaround time... the whole process was handled seamlessly and yielded valuable learnings and insights.... a big thanks to team Potentia for all their efforts!

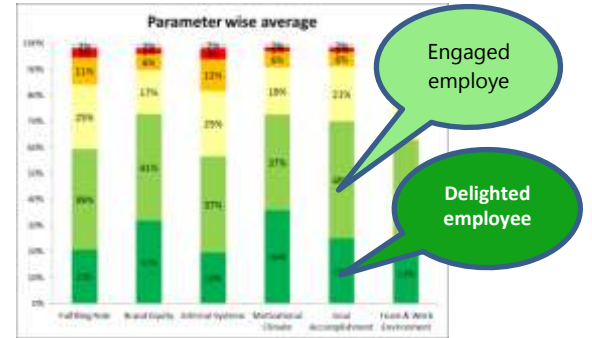
Harshita Pherwani, HR Business Partner, Axis Bank

Survey analytics and actionable insights

Scores at a glance



The story numbers tell



Top 5 scoring statements

| EPI | Statement | Parameter |
|-----|--|----------------------|
| 89 | XX business has a great future | Motivational Climate |
| 88 | I take pride in working for the ZZ Industry in India | Brand Equity |
| 84 | I know what is expected of me in my role | Goal Accomplishment |
| 83 | People respect me when they hear about my employment with YY | Brand Equity |
| 83 | I play an important role in fulfilling XX plans for the year | Motivational Climate |

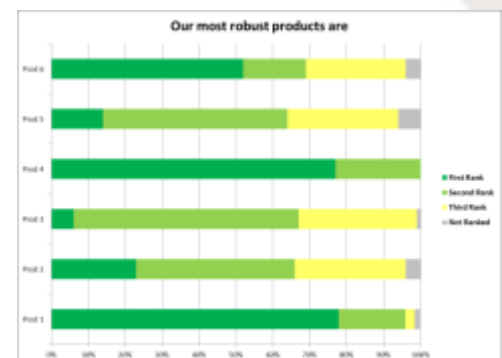
Employee loyalty



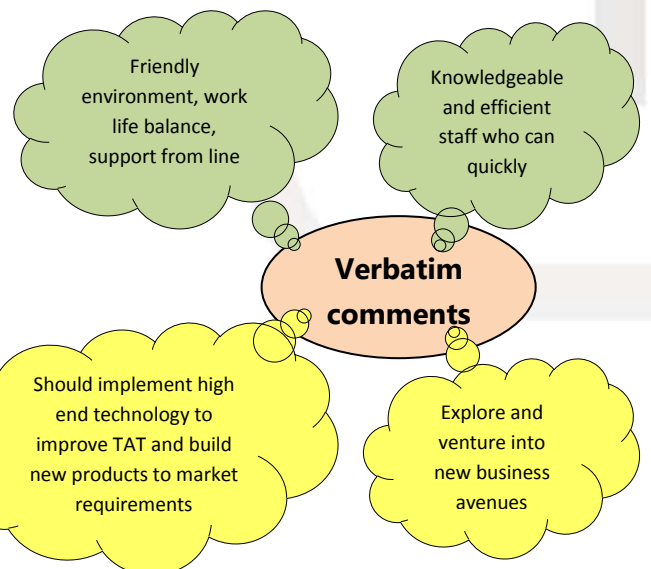
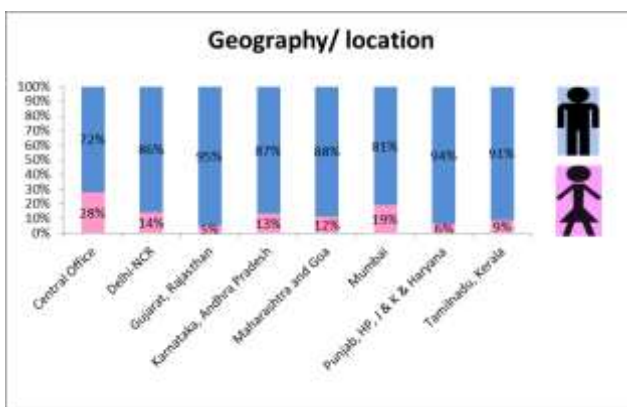
Bottom 5 scoring statements

| EPI | Statement | Parameter |
|-----|--|-------------------------|
| 47 | The IT system deployed by the XX supports high performance | Internal Systems |
| 54 | My colleagues balance their personal & professional lives | Fulfilling Role |
| 54 | I receive adequate training regularly to carry out my work | Internal Systems |
| 58 | Our processes are aligned to serve the customer | Internal Systems |
| 58 | I feel there is a good collaboration between the aa, bb and cc teams of XX | Team & Work Environment |

Best product



Gender (im)balance



About Us

Potentia aims to bring out the best in people & organizations we work for. Our offerings include OD Consulting, Leadership Development, Inner Transformation & Motivation, Capability Building and Strategic HR. Potentia collective brings together an experience of over 300 person-years. For more details visit www.potentia.in.

