

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? Analysis & Preparation Survey process recommendations Understand purpose & 1. Finalize participant List Data collation and analysis objective survey 2. Finalize timelines & communication 3. Incorporate Logo/ branding elements 4. Sponsor sends out communication to Qualitative assessment Setup · Identify and finalize participants parameter parameters/ dimensions Choose 5. Identify SPOC (internal/ Potentia) to Identify products/ Connecting the dots... address employee gueries systems/ processes that Developing Insights may require actionable feedback Launch survey Evolve actionable recommendations Potentia Pulse Survey 1. Send survey invitation & link questionnai Finalize Incorporate organization 2. Provide access to participants Present survey findings need 3. Send periodic reminders and Adapt client questionnaire, follow up for survey completion Offer post survey support, Close survey where desired through OD interventions Generate Customize Select Potentia Pulse report components Tailor-make to align with Client's echo client requirements 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

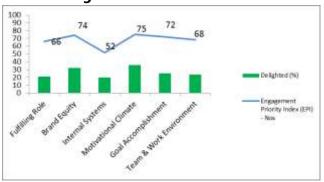
Harshita Pherwani, HR Business Partner, Axis Bank

thanks to team Potentia for all their efforts!

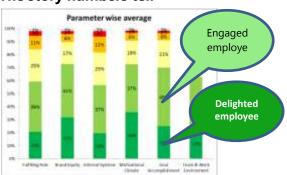


Survey analytics and actionable insights

Scores at a glance



The story numbers tell



Top 5 scoring statements

EDI	Statement	Danama atau
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	Brand Equity
	employment with YY	
83	I play an important role in fulfilling XX plans for	Motivational Climate
	the year	

Employee loyalty



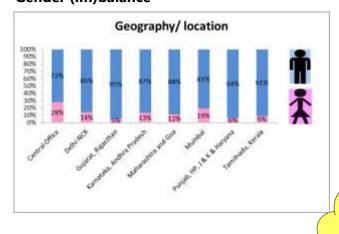
Bottom 5 scoring statements

EPI	Statement	Parameter
47	The IT system deployed by the XX supports high	Internal Systems
	performance	Internal Systems
54	My colleagues balance their personal &	Fulfilling Role
	professional lives	running Kole
54	I receive adequate training regularly to carry out	Internal Systems
	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	Team & Work
	aa, bb and cc teams of XX	Environment

Best product



Gender (im)balance



Friendly environment, work life balance, support from line

Knowledgeable and efficient staff who can quickly

Verbatim comments

Should implement high end technology to improve TAT and build new products to market requirements

Explore and venture into new business avenues



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.