

# Veridic Technologies Pvt. Ltd.

## Employee Satisfaction Survey

November 2016



# EMPLOYEE PARTICIPATION

Junior Dev/Developer/Sr. Developer	20
Junior Tester/Tester/Sr. Tester	11
Team Leader	4
Others	21



91% of employees

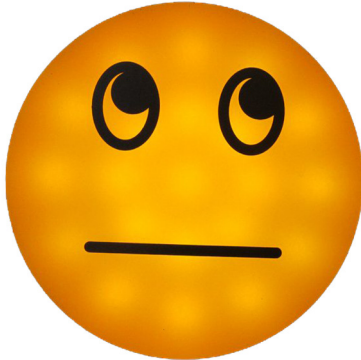
# Results of Survey



# CONNOTATIONS



ESAT% is  
80% or  
above 80%



ESAT% is  
between  
60% to 80%



ESAT% is  
below 60%

## **RULES:**

**Strongly agree / Somewhat agree / Neutral** is counted as **Satisfied**.

**Somewhat disagree / Strongly disagree** is counted as **Dissatisfied**.

# Overall Employee Satisfaction

## Veridic as Employer



**ESAT is 90%**

## Management of Wider Team



**ESAT is 90%**

## Immediate Reporting Manager

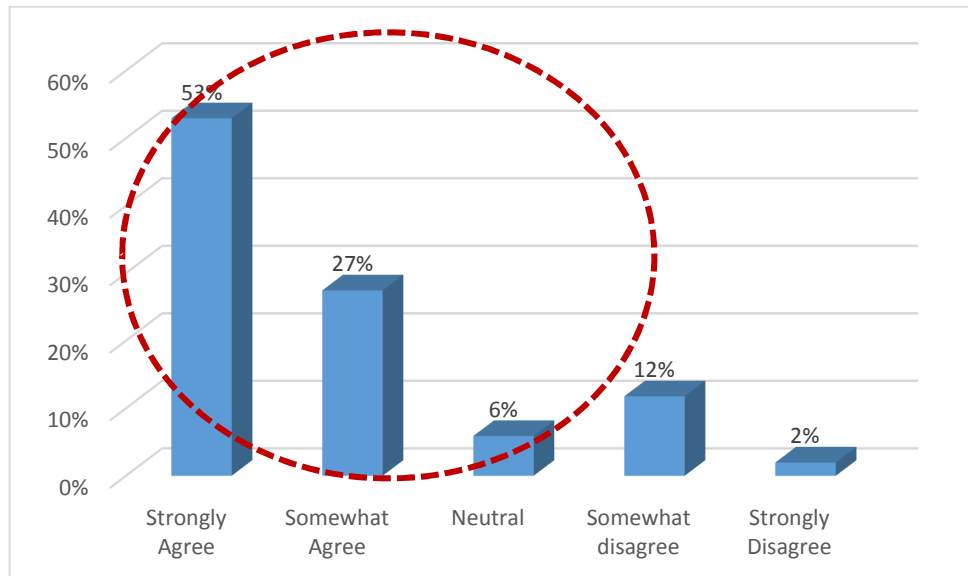


**ESAT is 92%**

# Management

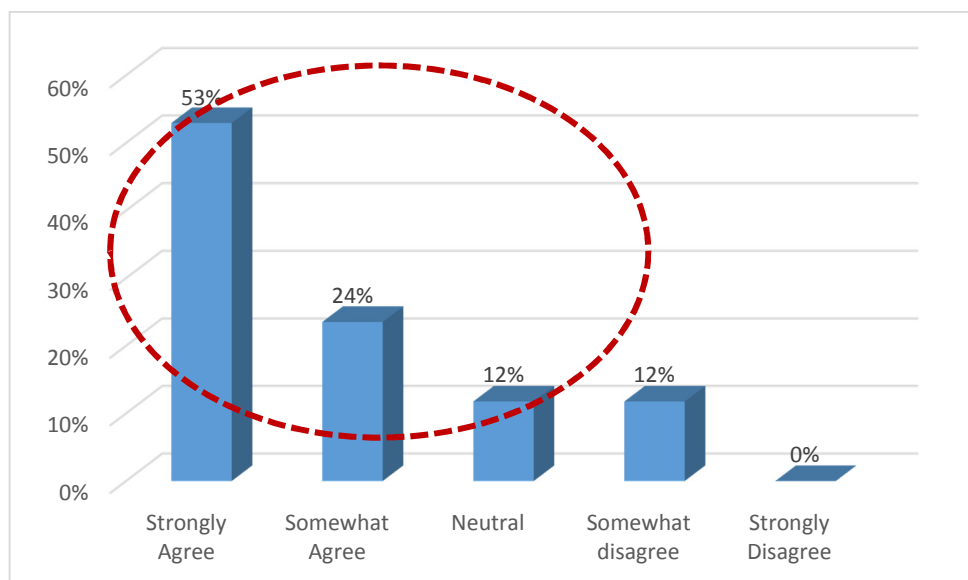
## Top management cares for the employees of the company

ESAT 86%



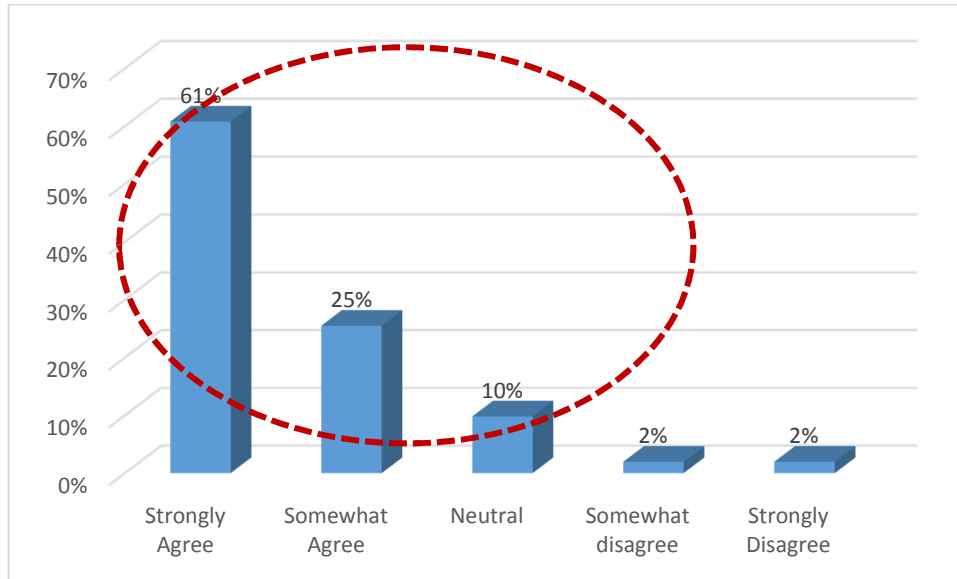
## Top management is ethical in its conduct

ESAT 88%



## Top management is easily approachable when you need

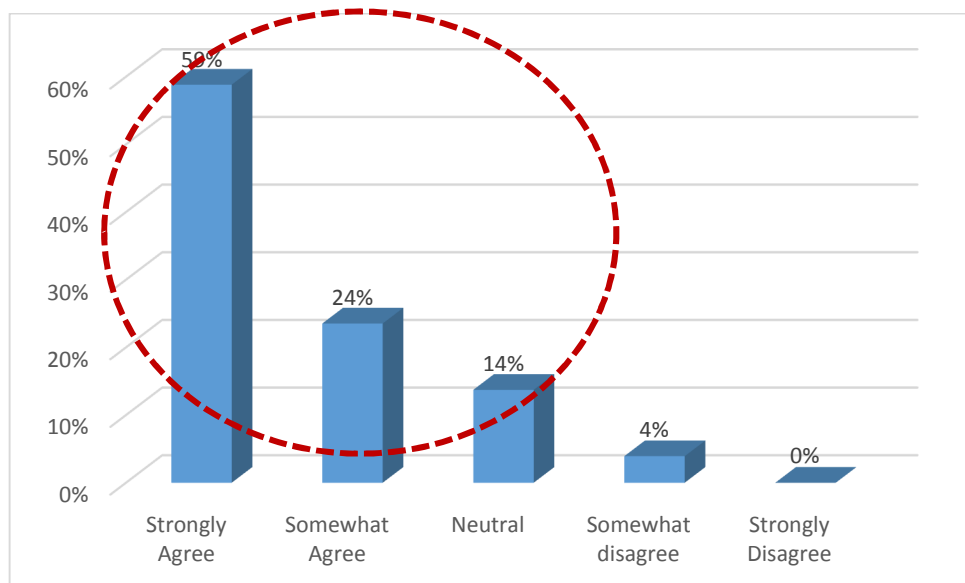
ESAT 96%



## Reporting Manager

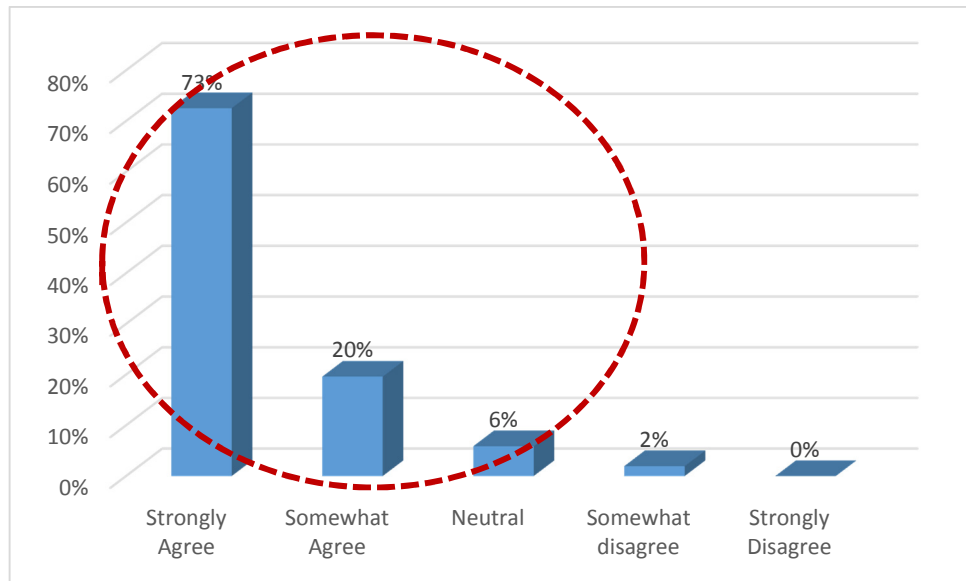
Does not indulge in politics and is impartial with team members

ESAT 96%



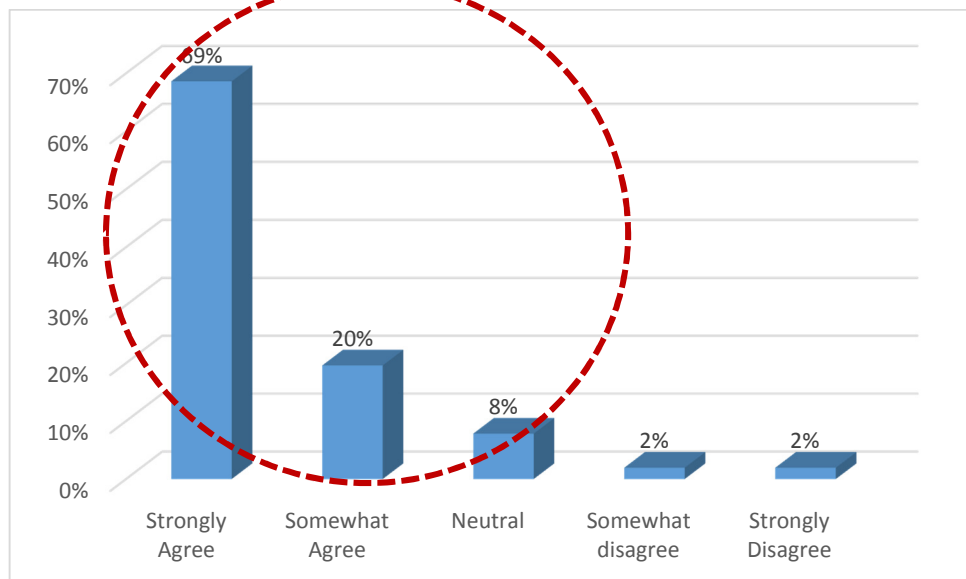
### Treats me with respect

**ESAT 98%**



### Handles my work related issues satisfactorily

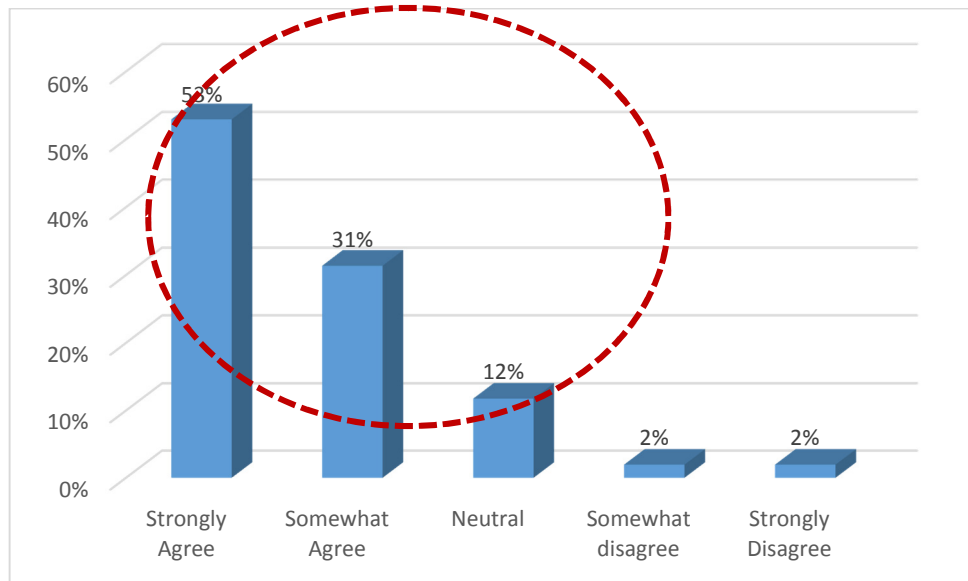
**ESAT 96%**





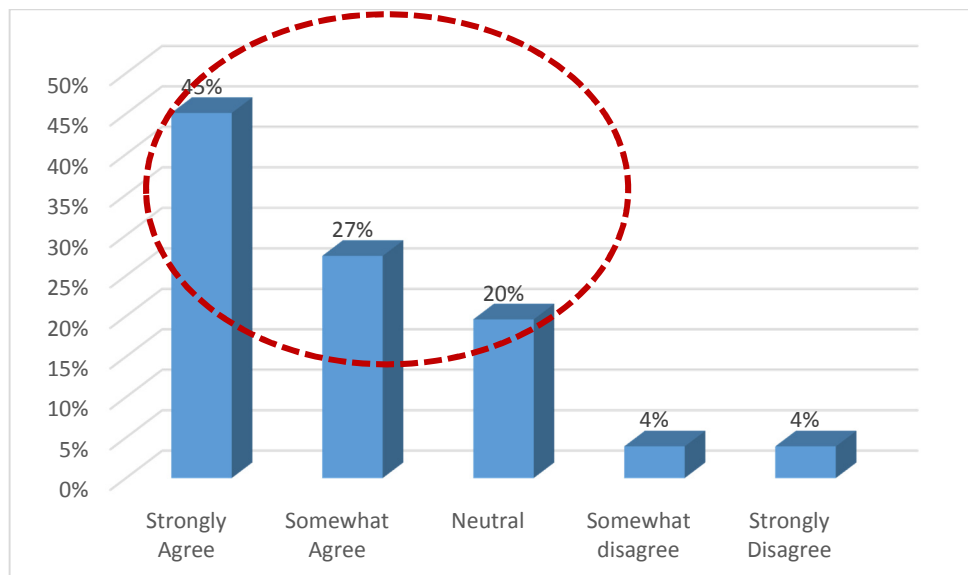
## Asks me for inputs to help make decisions

ESAT 96%



## Provides me with regular & ongoing feedback about my performance

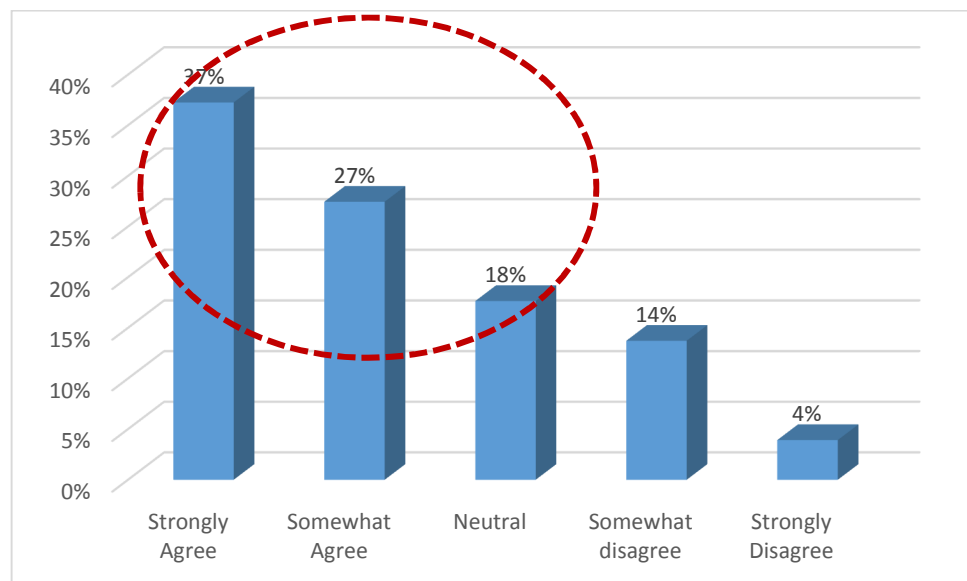
ESAT 92%



# Culture & Working Conditions

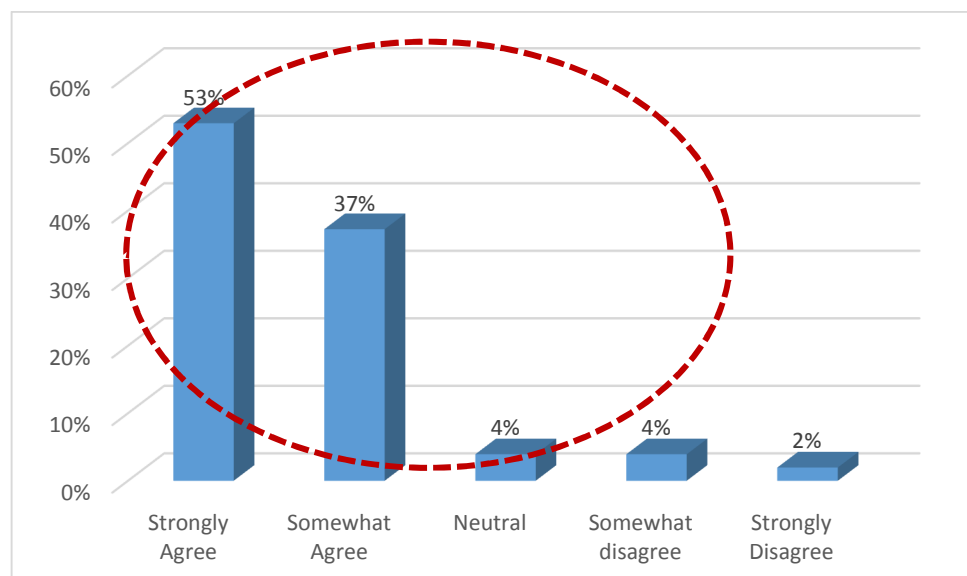
## Politics in Veridic are kept to minimum

ESAT 82%



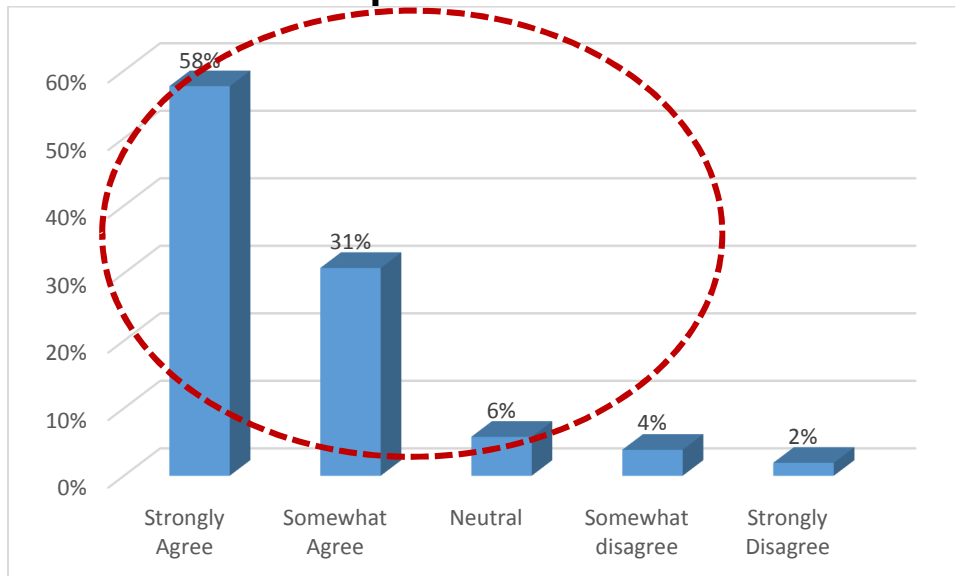
## The physical working conditions are good

ESAT 94%



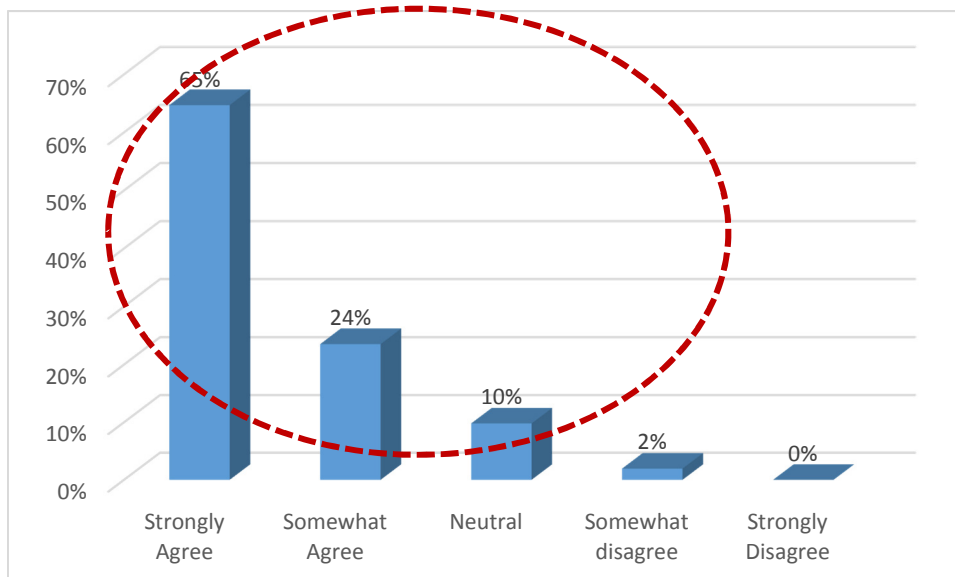
## Everyone is treated with respect irrespective of their experience level

ESAT 94%



## Flexibility in working hours is satisfactory

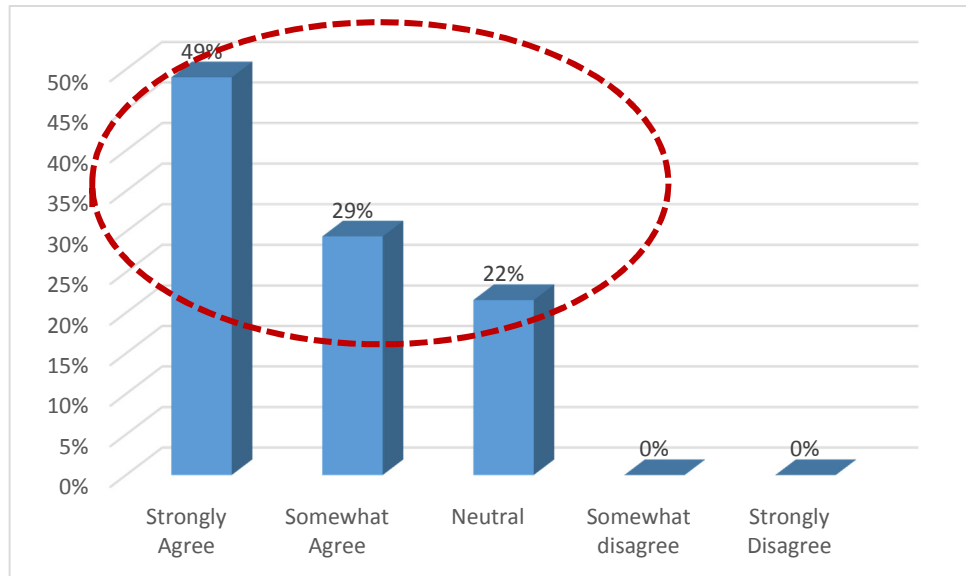
ESAT 98%



# Your Job

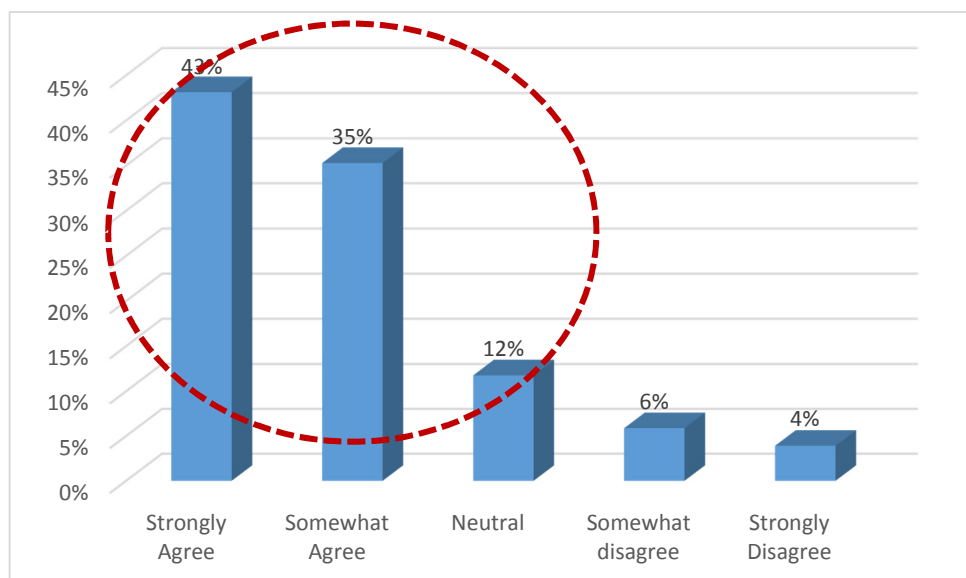
## Given enough authority to make decisions I need to make

ESAT 100%



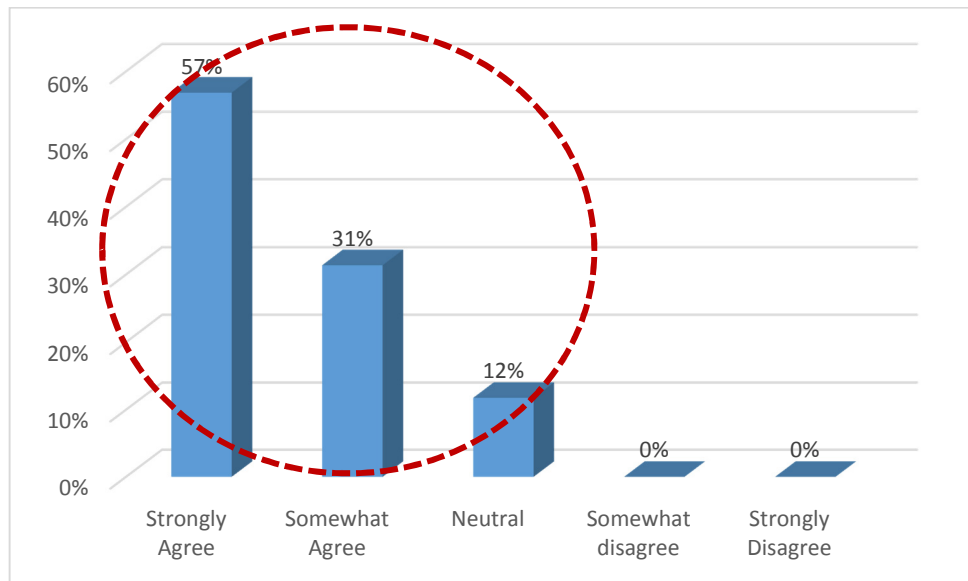
## Enough tools/resources to perform my job

ESAT 90%



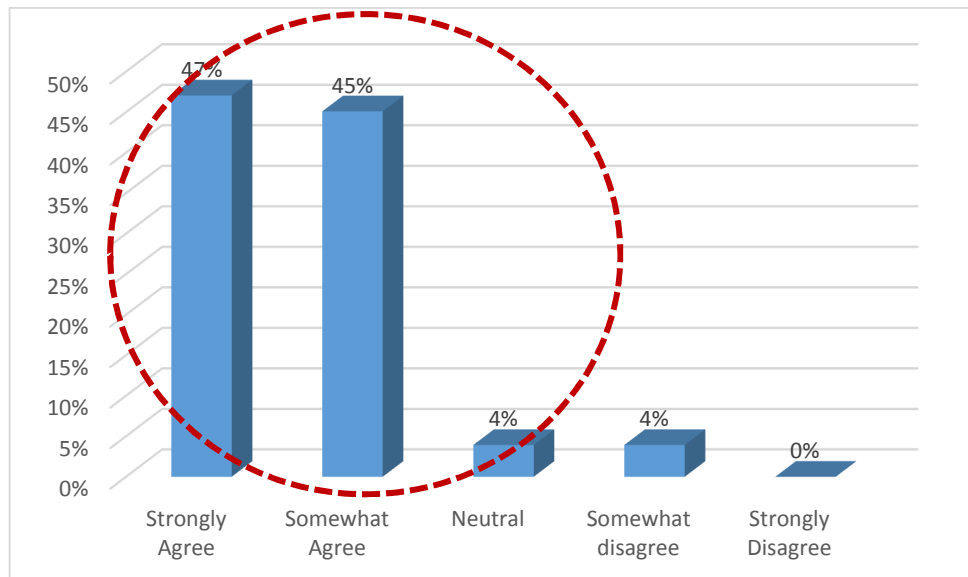
## Workload is reasonable

ESAT 100%



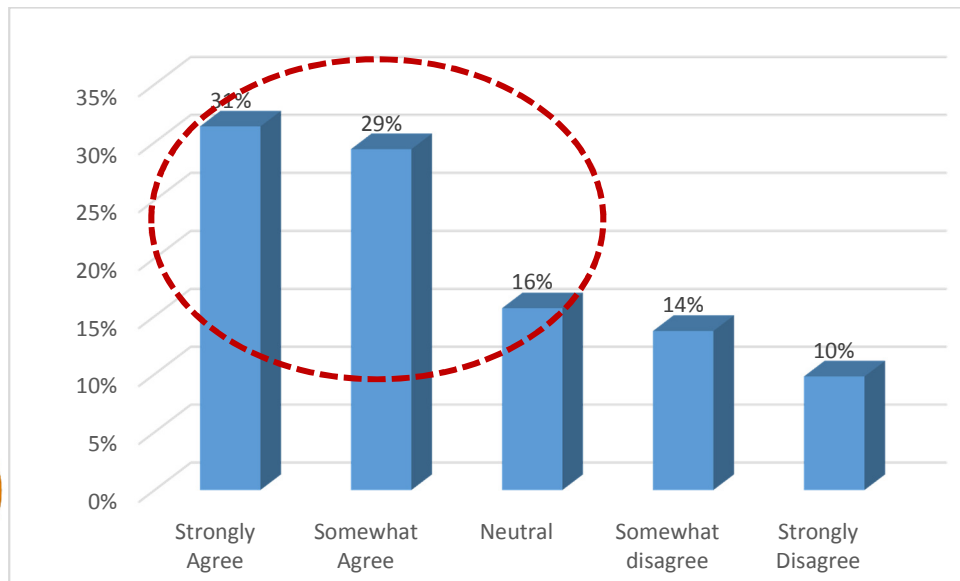
## Reasonable balance between work and personal life

ESAT 96%



## Employees believe their job is secure

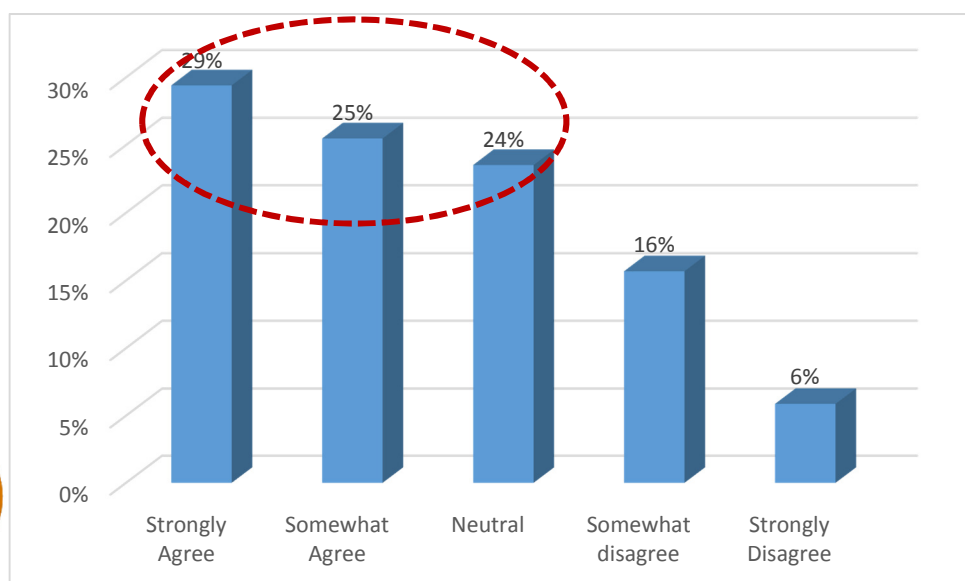
ESAT 76%



## Rewards & Recognitions

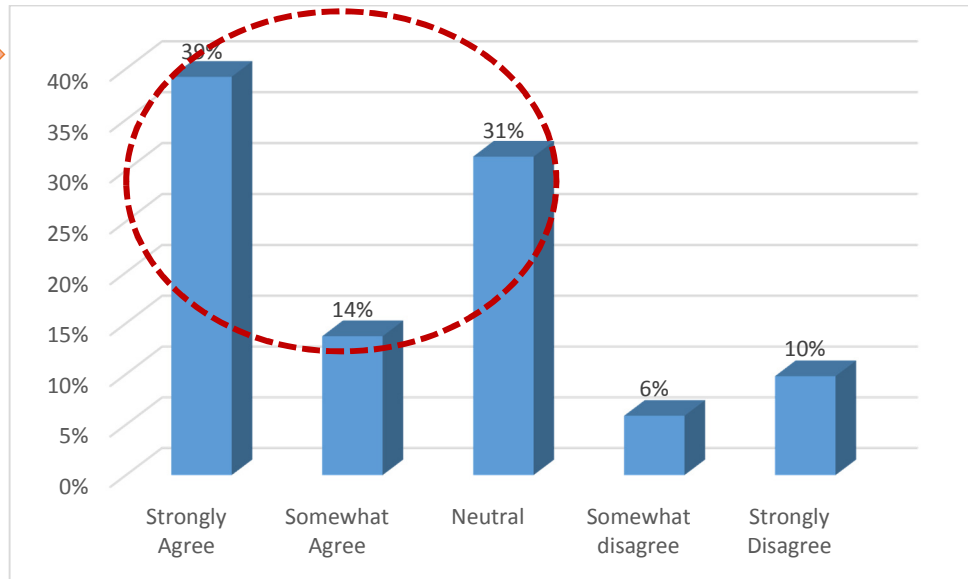
Veridic gives enough recognition for work that's well done

ESAT 78%



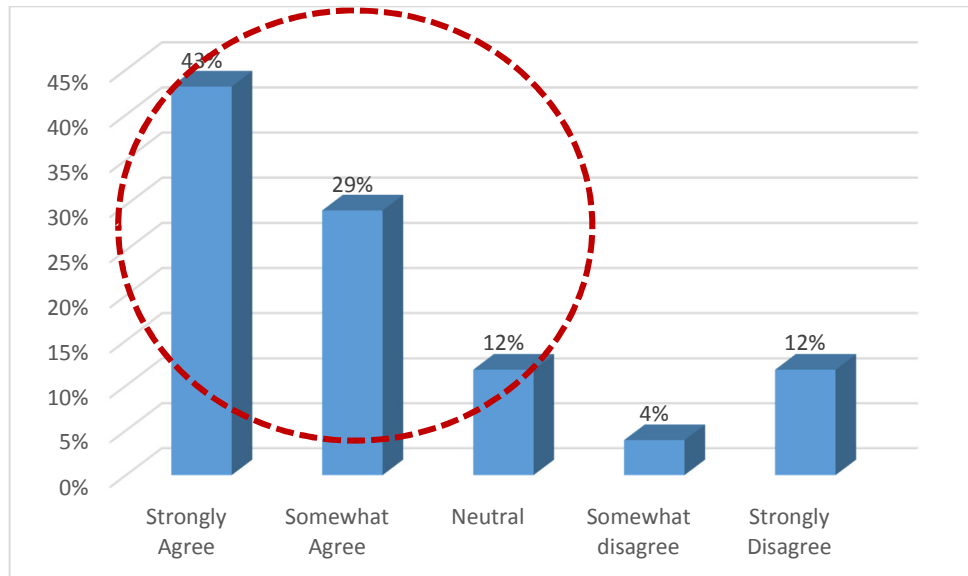
## If I do good work I can count on getting good increment

ESAT 84%



## If I do good work I can count on being promoted

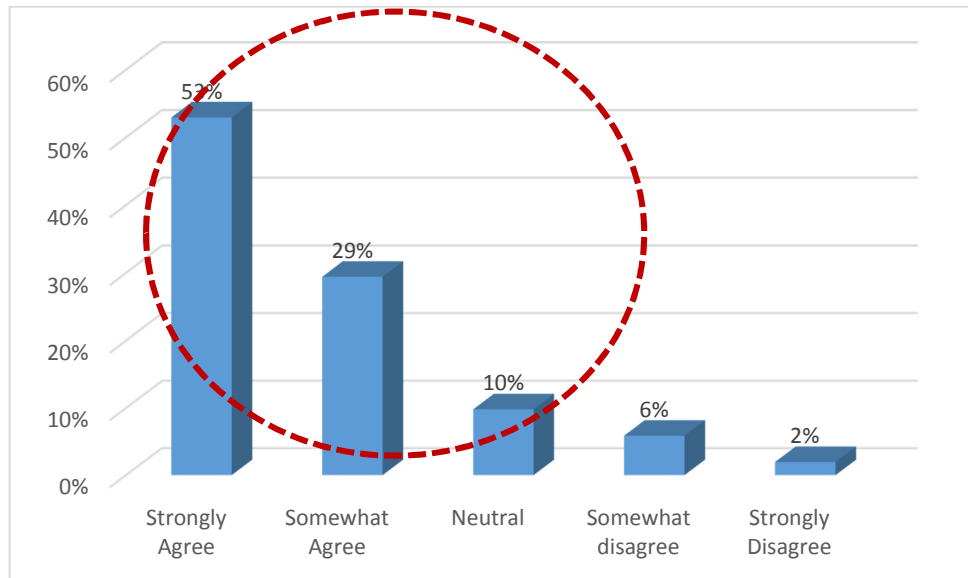
ESAT 84%



# Company Policies

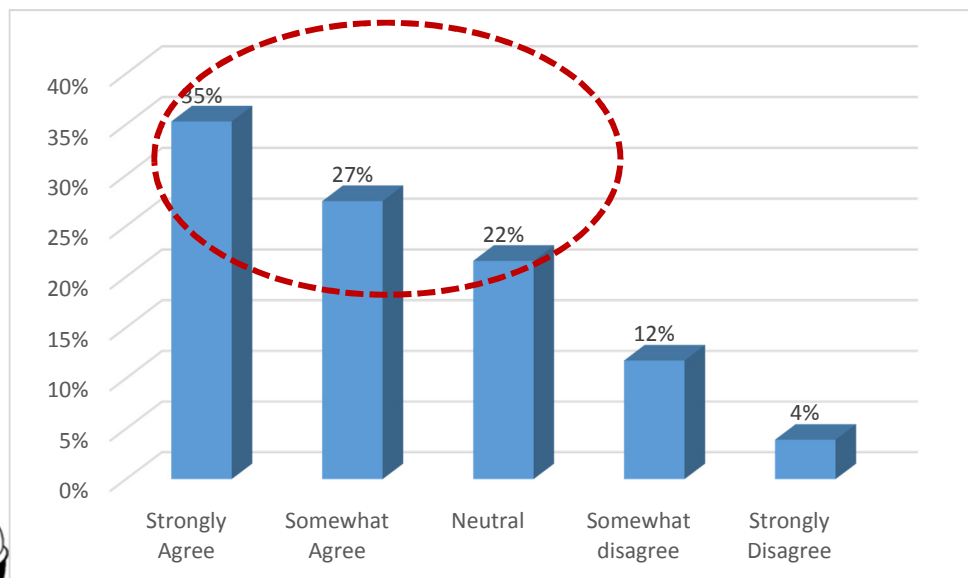
## Working Hours Policy

ESAT 92%



## Leaves Policy

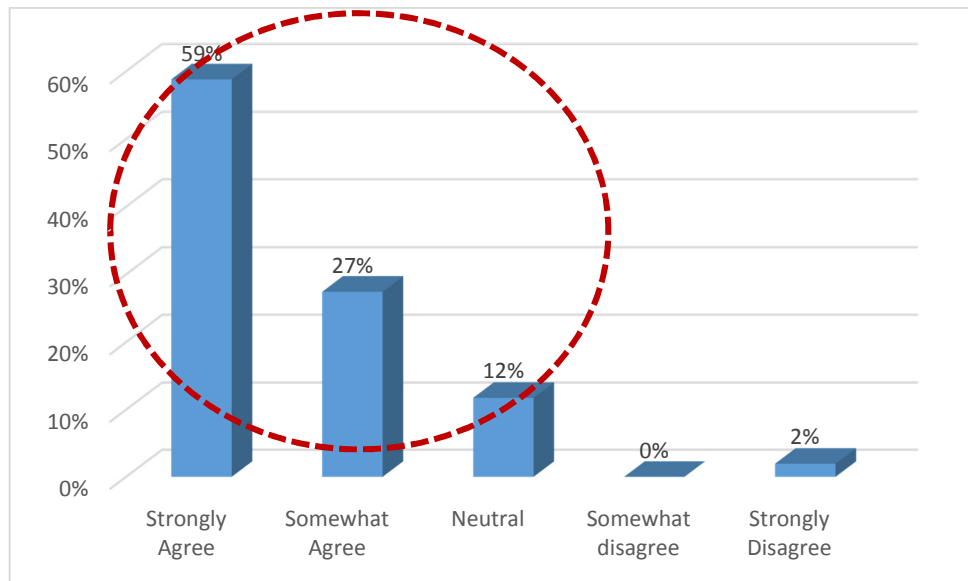
ESAT 84%





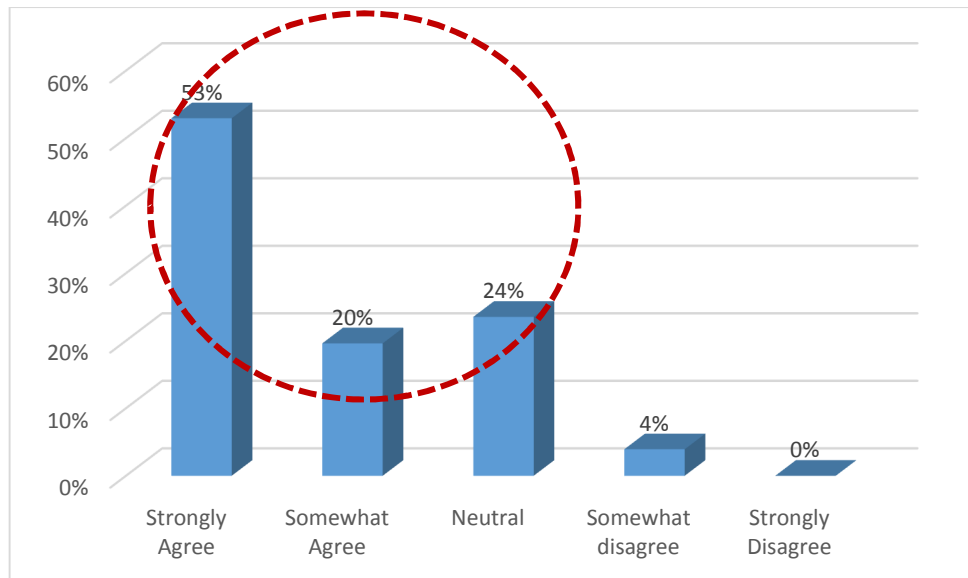
## Employee Referral Policy

ESAT 98%



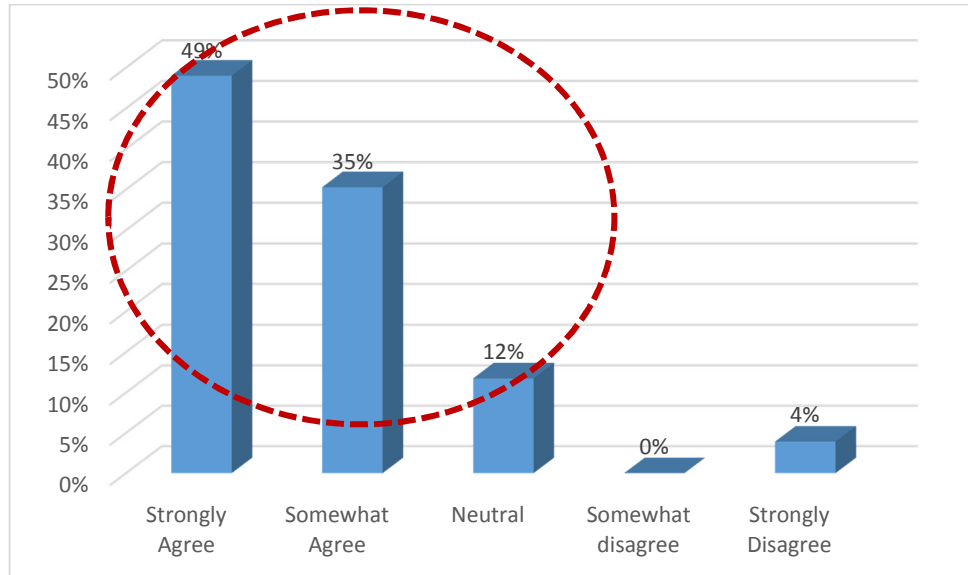
## Overtime Policy

ESAT 96%

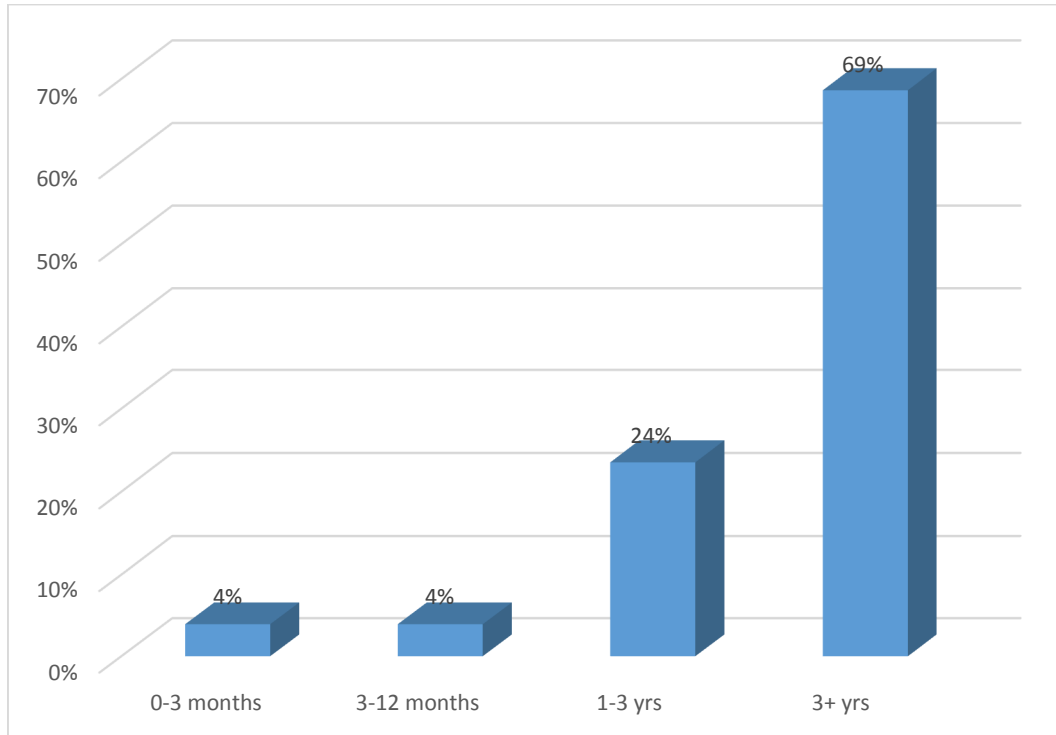


# I would recommend employment at Veridic

**ESAT 96%**



# I believe I will be working for Veridic for



# What employees enjoy most about Veridic

- Working environment and flexible timings
- Friday Fun Activity
- Quarterly Parties
- Flexible working hours
- Cooperative team members
- Work life balance
- Friendly and supportive management
- Salary in time
- Overall environment is very positive and enriching
- Nice location
- Good infrastructure
- Managers understand the issues and help finding solutions
- Work pressure is not much
- Learning new things

## What can company do to increase employee's satisfaction?

- Certain arrangement should be done for food. Some vendor should be hired who provides good healthy food at reasonable rates.
- Upper management sometimes should interact with employees.
- Include at least 2 more holidays in the list apart from all holidays: Diwali and Holi.
- More employee engagement activities
- Carry forward more than 5 leaves every year
- Improvement in tea
- Technical training for employees
- Improve leave policy by giving 1.5 leaves instead of 1.4 leaves per month.