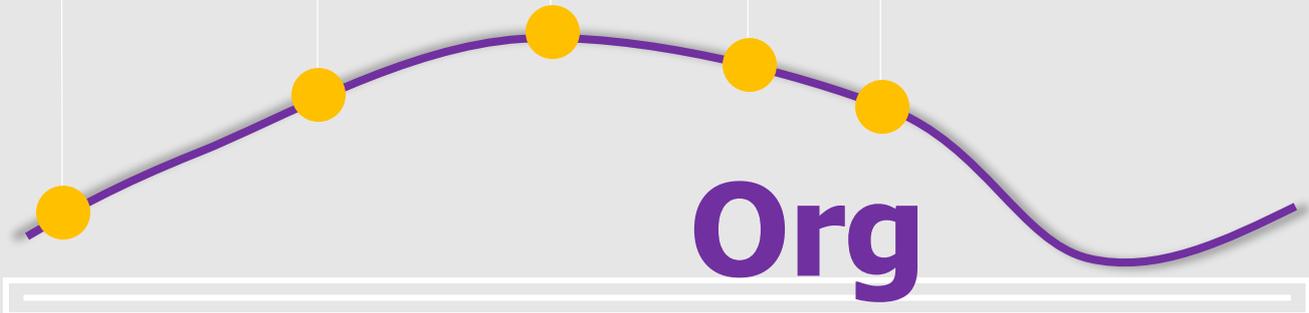




Pexitics.com



Org

Culture Survey

Introduction

Engagement improves productivity at the workplace. Productivity is in turn driven by values.

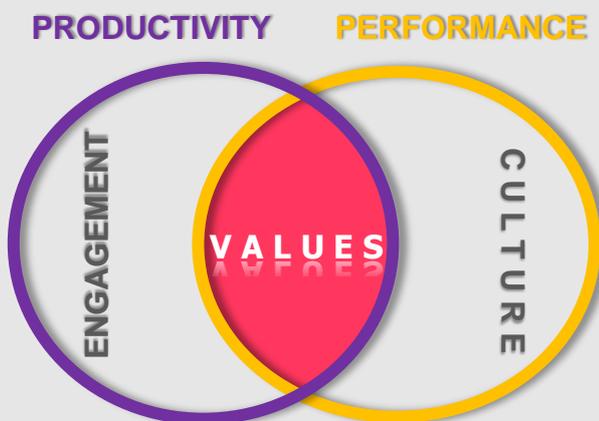
If these values of engagement match the cultures of belief, performance improves. Engagement surveys are culture surveys in disguise, if the spirit of engagement through values is well captured. These can reveal the performance motivation of the employee and whether it is directing productivity towards the right direction of growth and accomplishment.

While engagement provides higher productivity, culture resides deep inside as core values which push performance. The organizational function should be pushing towards higher performance by driving the right cultural embracement to ensure engagement for optimum productivity.

In other words, culture is the values, beliefs and behavior exhibited while engagement is the level of commitment to these values. Thus being different are also interlinked.

According to Deloitte, many leaders know they need to do this—in fact nearly 9 out of 10 executives surveyed cited culture and engagement as important or very important in Deloitte’s Human Capital Trends Reports. Yet, only 12% of companies surveyed believe they understand their culture, while, less than half (46%) reported that they are prepared to tackle the engagement challenge.

So, what do we measure as Culture? Performance linked Values.

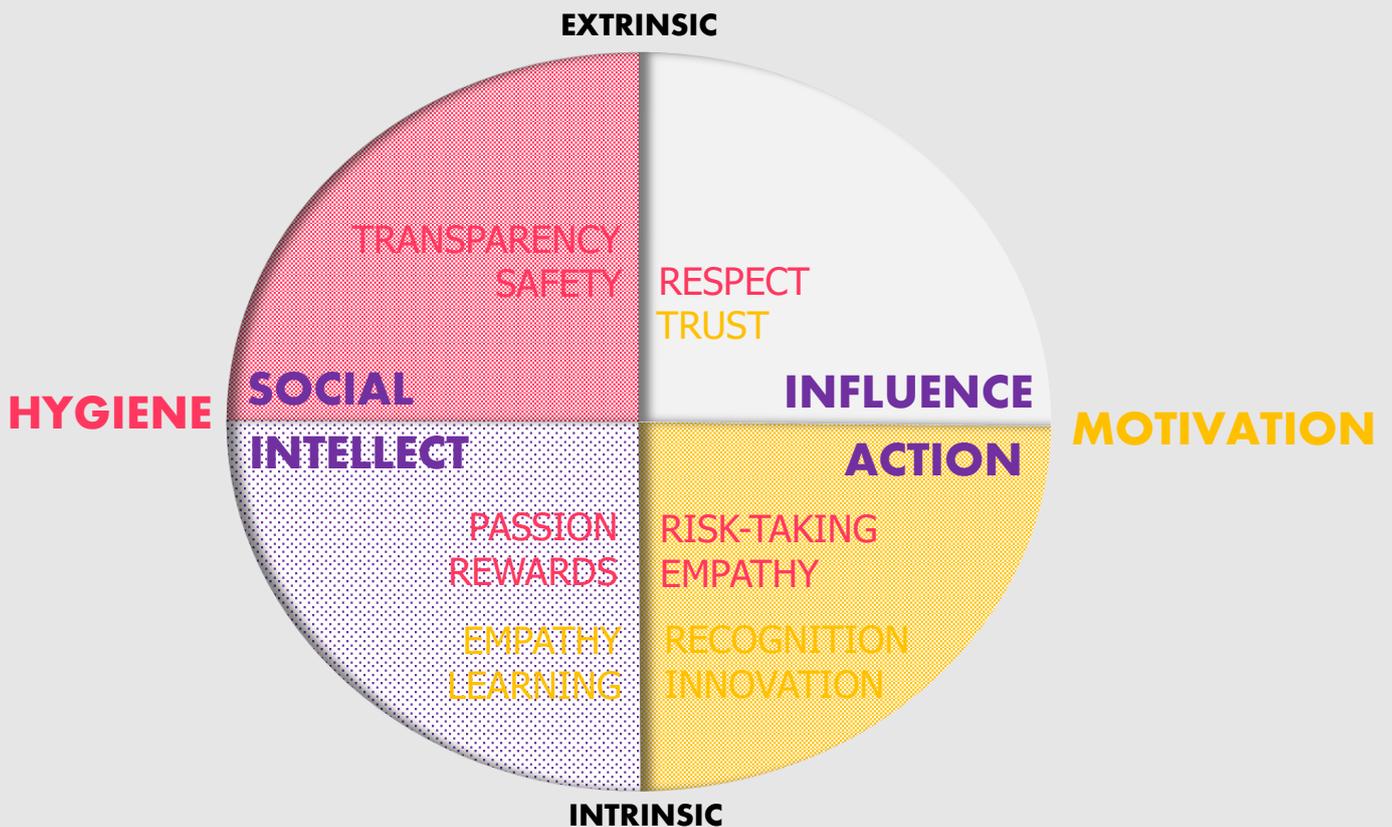


If performance is individual, culture is aggregated.

Values play a big role in expectations from the organisation as an individual. Values are driven by our motivation based on the expectations we consider important.

Consider this; if you feel chocolate uplifts your mood and someone asks you to complete a task, you expect them to offer you chocolates, if they really know you well!

Certain organisations have defined Core Values. These are the driving parameters towards performance driven productivity. Organisations who have defined values measure them during the hiring stage to ensure employees exhibit a set of common values as behavior. Others can use Voice of Employee (VoE) Surveys to find the individual values and use them as benchmarks for performance. And we are here to measure.



(Employees are required to select the Top 5 values among a list of 20 customised values across AISI quadrants)

Workplace culture defined by two core AISI agencies; Hygiene & Motivational factors

Hygiene driven values determine what we consider to be right in terms of values and behavior; Priority of certain values highlight our tendency to choose **Motivation** driven values for self-drives.

AISI FINDINGS | Can be segmented across Org dimensions of Department, Location, Age, Levels etc.

	ACTION	INTELLECT	SOCIAL	INFLUENCE
HYGIENE	Risk-taking	Passion Rewards	Transparency Safety	Respect
MOTIVATION	Empathy Recognition Innovation	Empathy Learning		Trust

Hygiene is what is required as a general value for better organizational culture as a standard. **Motivation** is what drives individual needs and drives personal aspirations based on intellect.

When we align the findings with actual performance, we can find gaps in values and explore to fulfill them through policy-making and augment for calibrated performance and alignment towards a performance-driven culture.

ACTION 57

INFLUENCE 68

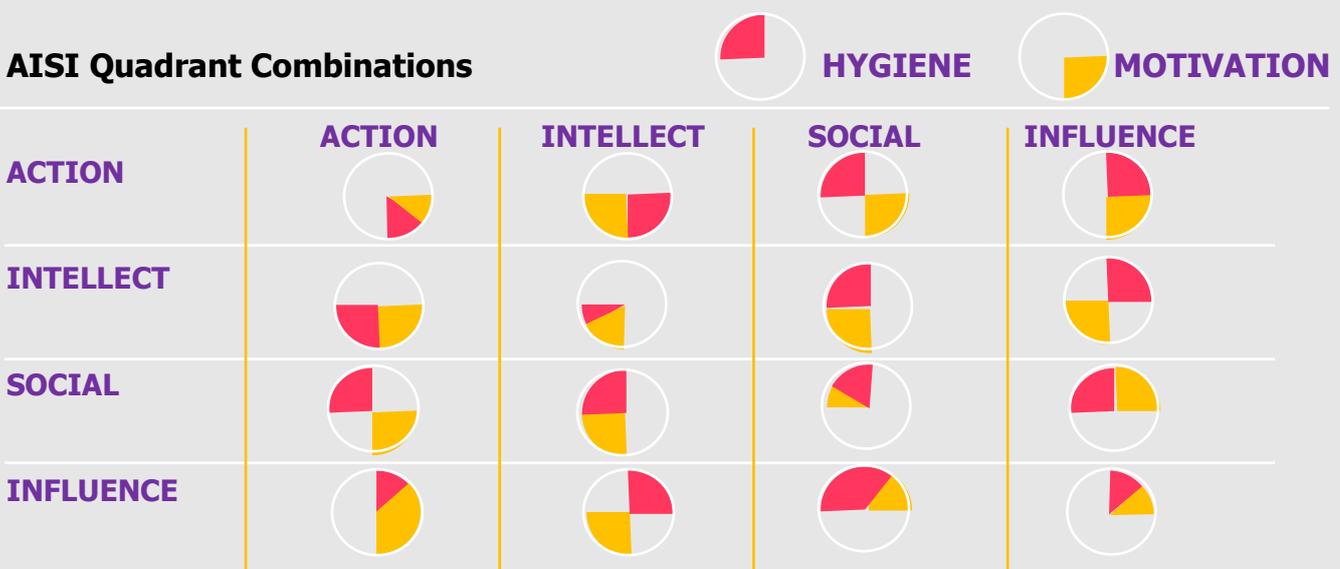
AISI QUADRANTS OF WORKPLACE PERFORMANCE

Action comes from intrinsic motivation across functions like operations, sales or processes or can be a hygiene gap for driving groups into action. Bias for action is more motivational as an agency.

Intellect covers intrinsic hygiene as a strategic alignment with long-term objectives of business performance. It highlights gaps in innovation drive or long-term associative.

Social covers the extrinsic hygiene need for higher scope of socializing to address customers and cultural aspiration for social allegiances and typically highlights missing hygiene values for the org.

Influence covers extrinsic motivation of the need for alignment with external influences of trends, learning and practices which motivate or influence people scaling in building collaborative workplaces.



ACTION + INTELLECT – High focus on driving intrinsic needs of the organisation via innovative approach

INTELLECT + SOCIAL – Shows drive to build and attract external influence driven culture

SOCIAL + INFLUENCE – Seeks reputation and brand image to be prima through selected values

ACTION + INFLUENCE – A high drive to push higher achievements through collaboration and action

INTELLECT + INFLUENCE – Need for incorporating motivational and long-term strategic approach

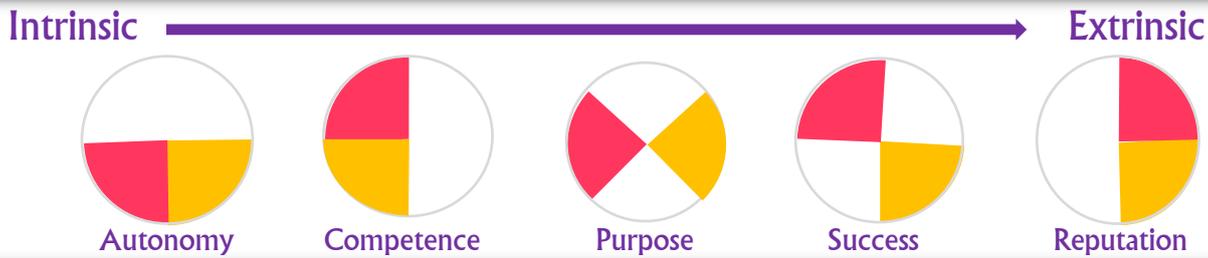
ACTION + SOCIAL – Need to be seen, heard and rewarded as a cultural practice of selected values

“Culture eats strategy for breakfast.”

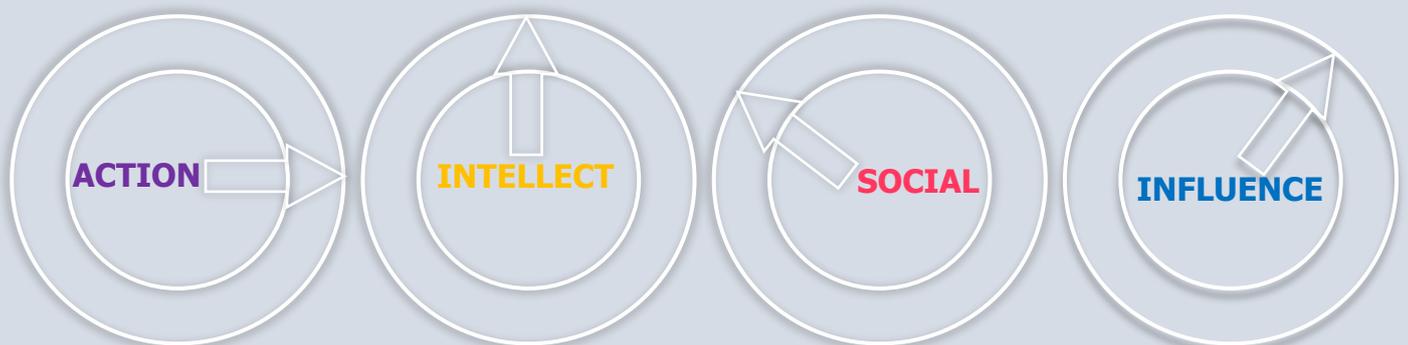
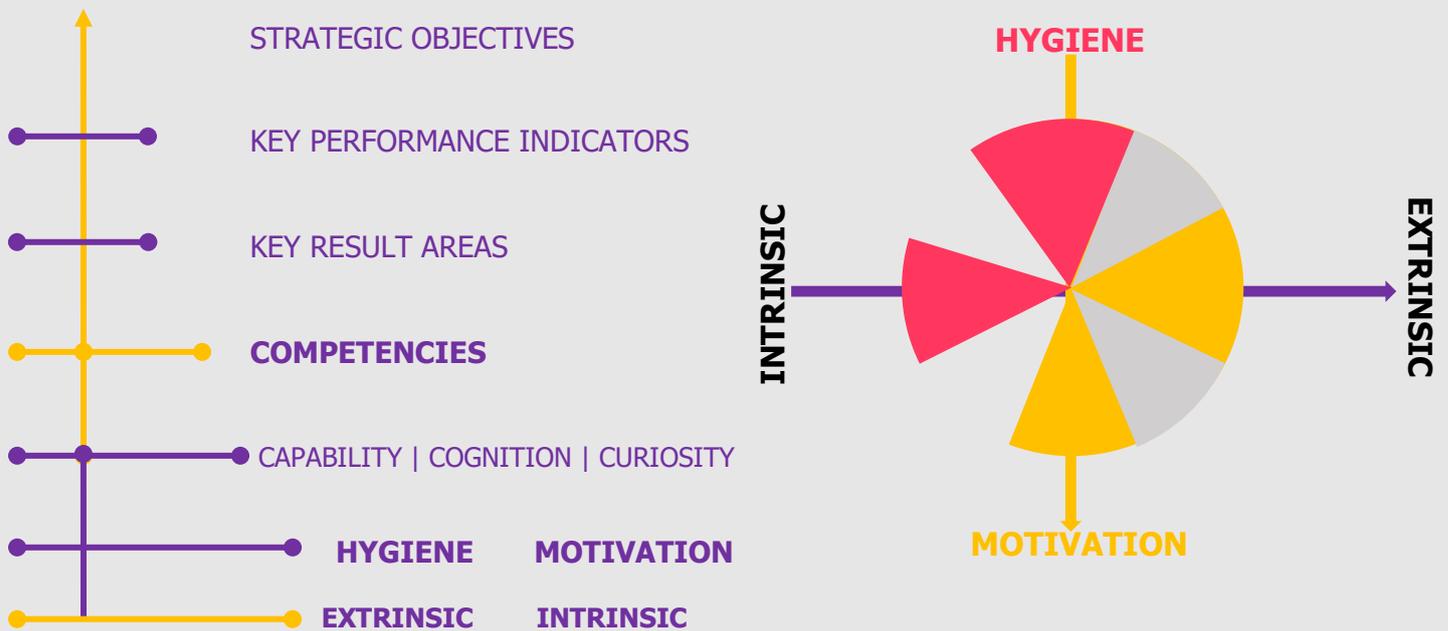
■ Peter F. Drucker

The ultimate effect of culture is its deep-rootedness and hence requires constant monitoring.

Most organisations conducting culture surveys do it on a legacy framework which often excludes the need for finding alignment with strategic objectives due to its own limitations of a fixed-frame approach. Such powerful influences often also make People practitioners themselves lose objectivity as they are trained to be part of the belief system. *Being neutral is never the solution*; rather aligning it to the purpose of the organisation is the bias one should practice for aligned prosperity.



ALIGNMENT TO SCORECARD METRICS





Among the top five values chosen, tell us why you chose them;

ACTION

Action refers to the eagerness thru internal motivation to do something. At times, missing values like 'trust' delay or cause a lower drive and improving trust in areas of action like sales or operations or processes can greatly enhance the performance and the spirit of team culture of the workplace for good.

TRUST

Kindly select one area where you desire the value to be currently applied; (Kindly refer to the definition in the left panel for reference)

ACTION INTELLECT SOCIAL INFLUENCE

Tell us one reason why you feel this will benefit the organisation;

- To improve the level of trust among employees.
- To enable delivering the best outcomes based on personal judgment.

SUBMIT

ACTION + HYGIENE selection

This suggestion of ACTION as a quadrant highlights that values of TRUST must be improved for higher drive of ACTION within the teams. (Kindly read it for the respective team)

Highlighting the need for Hygiene factor suggests policy interventions for enhancing the value system as a cultural practice among employees going forward.



INTELLECT

Choosing Intellect as the reason refers to addressing need for using the value for improving levels of knowledge and strategy, which might be lacking within the organisation. Values can be used to drive higher delivery of intellectual capital by employees by encouraging the contribution by instituting such values. Rewards and recognition programs are one example.

Among the top five values chosen, tell us why you chose them;

RECOGNITION

Kindly select one area where you desire the value to be currently applied; (Kindly refer to the definition in the left panel for reference)

ACTION INTELLECT SOCIAL INFLUENCE

Tell us one reason why you feel this will benefit the organisation;

- There is a need for more recognition programs for all employees.
- Recognition of my personal efforts brings me joy & happiness.

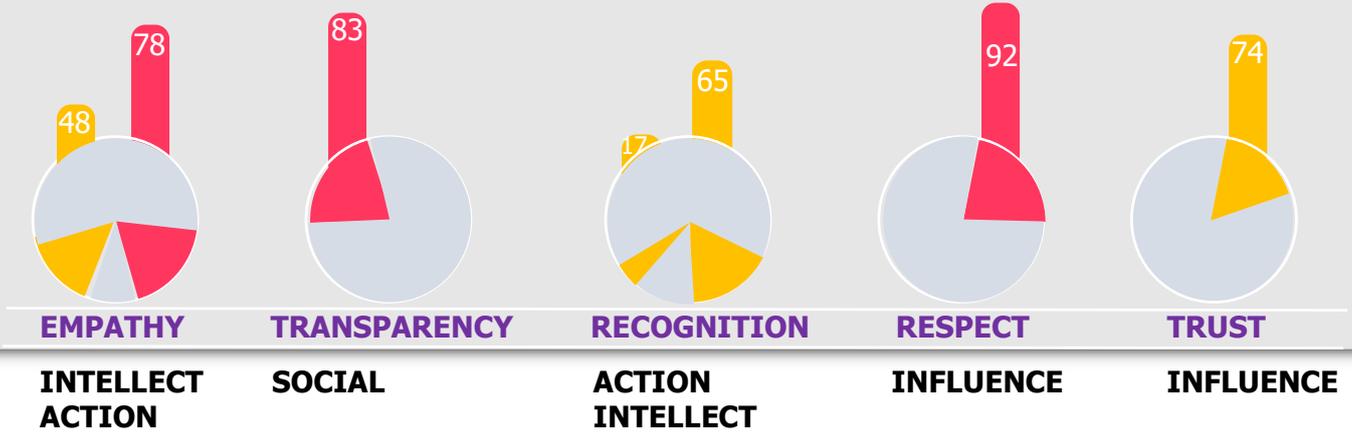
SUBMIT

INTELLECT + MOTIVATION selection

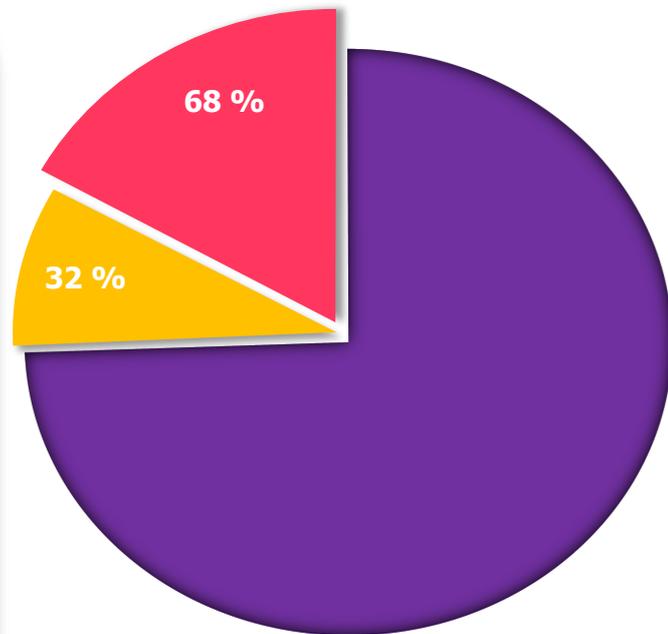
This suggestion of INTELLECT as a quadrant highlights a hygiene gap which must be improved for higher ways of recognizing and rewarding employees. (Kindly refer to the respective team or group seeking this value within this quadrant)

Highlighting the need for Recognition as a Motivational factor suggests for need of short-term reward programs which might not necessarily be financial but can also be documentary in recognizing efforts. Our **Reward with a Star** practice in the Performance Management System platform is one example of it.

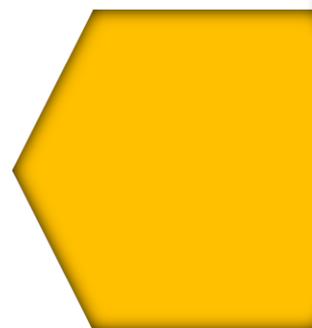
DESIRED CULTURE LIES IN OBSERVING THE VARIED MIX OF VALUES ACROSS SEGMENTS

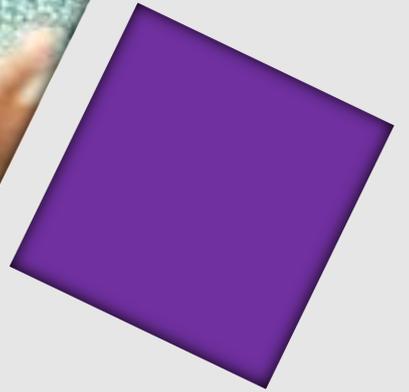


- Levels of primary values focus
- Levels of hygiene versus motivation percentages
- Levels of internal versus external focus
- Levels of quadrant-based importance focus

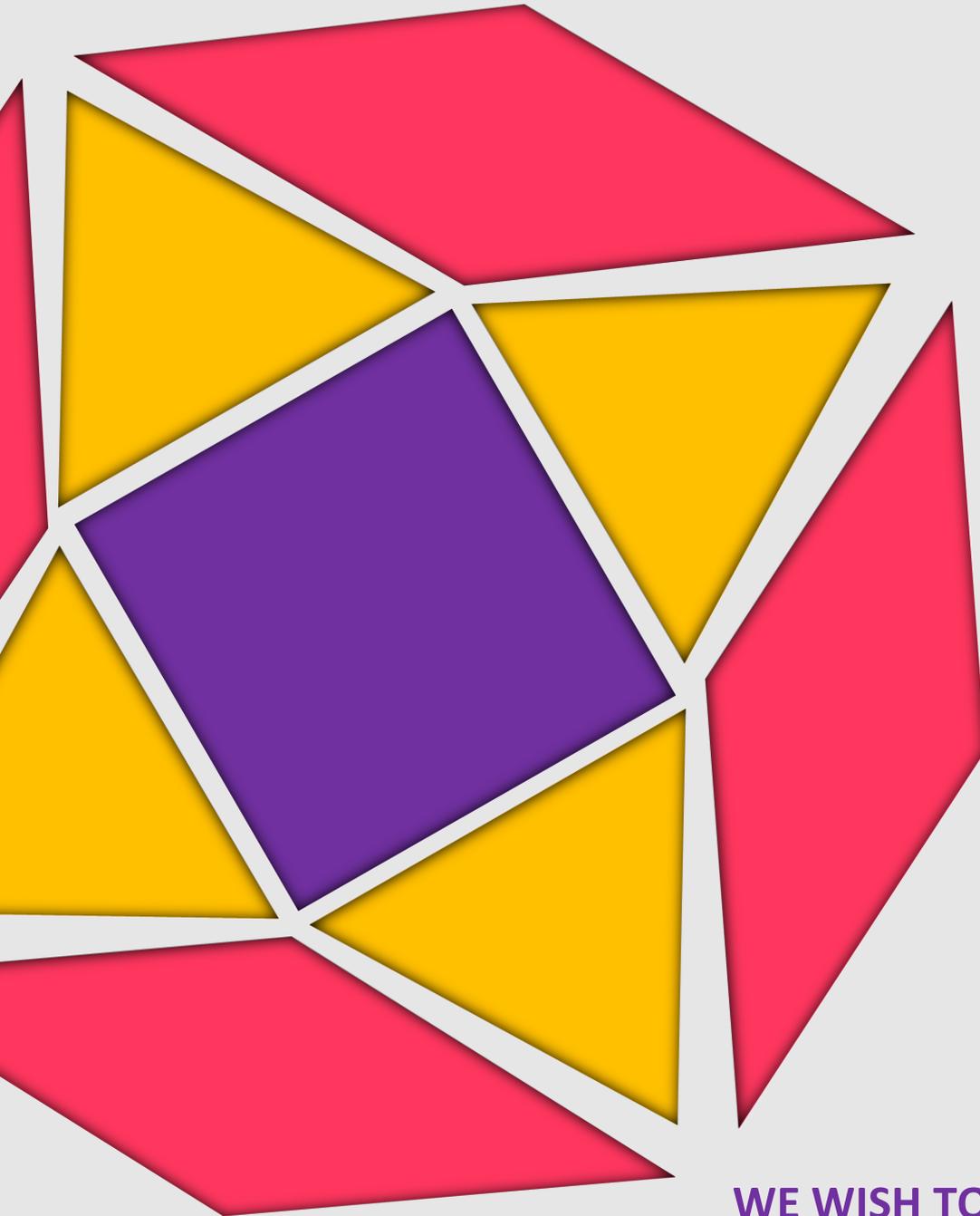


Across situational intermix of the agencies, we seek to practice our beliefs as values and are keen to enforce them as the right approach. Based on experience of *'what works'*, we prioritise among them as part of occurrent reality and subject others to those values as the right behavior, seeking enforcement of practice as hygiene or motivational aspects to encourage higher belief and consistency. This is not limited to the workplace and causes unrests across social and cultural borders.





enhancing
engagement
everyday at work



WE WISH TO WORK WITH YOU.

Reuben Ray
+91 7349 66 2322
reuben@pexitics.com

Subhashini Sharma Tripathi
+91 7349 66 2320
subhashini@pexitics.com

<https://pexiscore.com> | <https://pexitics.com> | <http://careergraph.co.in>

2E, Alsa Glenridge, 32, Langford Road, Bengaluru 560025 INDIA +91 7349 6623 20|21|22

INDIA DECISION MANAGEMENT

AN HR & ANALYTICS ORGANISATION