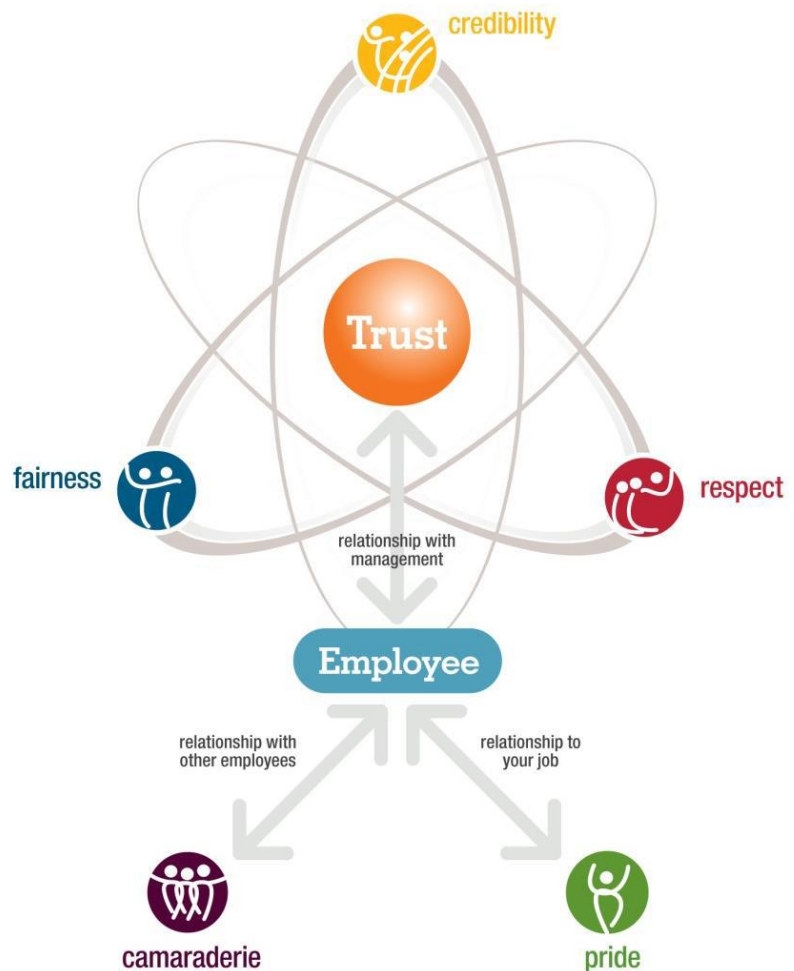


Great Place To Work® Trust Index© Employee Survey

The Trust Index© Employee Survey is the most comprehensive tool to assess and rate workplace culture through an employee perspective.

The tool is used to measure engagement by assessing opinions, attitudes and perceptions, analyze the *level of trust between management and employees*, access the level of *pride in the work* that the employees do and rate the amount of *camaraderie among colleagues*. The Trust index survey provides unparalleled insights into how employees perceive the organization based on the quality of workplace experience. The survey results are segmented by role, gender, age, tenure, department, location, educational and work status and are compared with Industry Benchmarks, National and Global.



As seen in the model graphic, the employee is at the center of the 3 key relationship - Between Management, Other employees and Job. The Great Place to Work® Trust Index© tool measures the employees' perceptions of the level of trust, pride, and camaraderie within a workplace.

Credibility, Respect and Fairness form the cornerstones of trust between managers and employees.

The GPTW Model: Dimensions of a Great Place To Work®

The definition of Great Place To Work is embodied in the framework of the Great Place To Work® Model©. The 56 statements on the Great Place to Work Trust Index© are categorized into five dimensions based on the Great Place to Work® model – Credibility, Respect, Fairness, Pride and Camaraderie.

T R U S T	Credibility	Two Way Communication Manager’s Competence Integrity – Reliability Of Management
	Respect	Professional Support Collaboration Demonstrated Caring
	Fairness	Equity Impartiality Justice
	Pride	For The Job About My Team With The Organization
	Camaraderie	Individuality Is Valued Welcoming Atmosphere Part Of Something Larger

The Best Workplaces build ‘Trust’ by driving Employee Experience across these 5 dimensions. Below is a brief explanation of each dimension with sample questions from the Great Place to Work Trust Index©:

Credibility

The trustworthiness and competence of management Company values and Leadership

- “Management is approachable and easy to talk with.”
- “Management delivers on its promises.”
- “Management makes its expectations clear”

- “Management is ethical and honest in its business practices”

Respect

The recognition of personal and professional worth and contributions Learning and growth opportunities

Caring for employees

- “Management shows appreciation for good work and extra effort.”
- “I am offered training or development to further myself professionally”
- “Management shows a sincere interest in me as a person, not just as an employee”

Fairness

The equitable sharing of opportunities and rewards

- “People here are paid fairly for the work they do.”
- “Promotions go to those who best deserve them.”
- “Everyone has an opportunity to get special recognition”

Pride

The value attached to one’s job and association with the company Motivation and employee engagement

- “My work here has special meaning: this is not ‘just a job.’”
- “I’m proud to tell others I work here.”
- “I feel I make a difference here”
- “People here are willing to give extra to get the job done”

Camaraderie

Friendliness and a sense of community

- “We’re all in this together.”
- “I can be myself around here.”

Trust Index© - At a glance

Consists of 56 statements that cover credibility, respect, fairness, pride and camaraderie- the five dimensions that correspond with the Great Place To Work® Model

2 open ended-questions

Asks employees to consider their work group experiences and how they experience the organization as a whole.

Can be customized by adding company-specific questions (Statements can be added to elicit feedback on issues of specific concern to your organization)

Available in all major Indian Languages

5-point rating scale - Veracity cum Frequency

Survey results can be segmented across customized demographics - e.g. Age, Role, Department

Takes only 20 minutes to complete