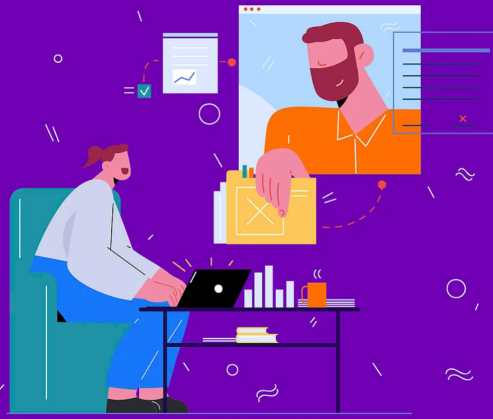




ENGAGEROCKET

People Continuity Package

Fight COVID-19 at work

Improve WFH effectiveness and team well-being

EngageRocket has worked together with some of our customers and industry experts to develop a set of questions to help companies quickly measure team effectiveness while working remotely, as well as their engagement during this social distancing period. We are designing it for a response under 2 minutes, that allows for the deployment of higher frequency pulse surveys during this rapidly evolving situation.

Questions are on a Strongly Agree - Strongly Disagree 1 to 5 likert scale unless otherwise stated.

Mental Health / Morale

- All things considered, my stress levels are still normal.
- I feel safe returning to the physical workplace.
- What is your main source(s) of concern returning to the physical workplace?
(Select up to 3)
 - Self-compliance to measures (e.g. social distancing, wearing masks etc.)
 - Co-workers' compliance to measures (e.g. social distancing, wearing masks etc.)
 - Resurgence of COVID-19 infection
 - My job role and responsibility will change (job redesign)
 - Reduced productivity and performance when back to workplace
 - Cleanliness of the physical workplace
 - Making home-care arrangements for family members
 - Others
 - Nothing for now

Productivity/ WFH Effectiveness

- When working from home, it takes me _____ to achieve the same productivity as compared to working in office.
 - Less time
 - Same amount of time
 - More time
- The impact of staggering working hours on my team's productivity:
 - We are more productive
 - Our productivity is the same
 - We are less productive
 - We didn't implement staggered working hours / we are still working from home
- The impact of splitting teams on my team's productivity has been:
 - We are more productive
 - Our productivity is the same
 - We are less productive
 - We didn't implement staggered working hours / we are still working from home
- Based on my experience working through the circuit breaker and beyond, I can see myself working from home permanently:
 - 100% work from home
 - 75% work from home
 - 50% work from home
 - 25% work from home
 - I do not want to work from home
- If you can make one suggestion to your organisation regarding its flexible work arrangement policy, what will it be?

Clear Expectations

- I understand how my work supports the goal(s) of my team.
- While working from home, I know what is expected of me every day.

Relationship at Work

- There is someone at work that I can count on when I need help.
- Someone at work seems to care about me.
- With the current work arrangement, I feel sufficiently connected with my team members (e.g. chatting via instant messaging, or scheduling virtual touchpoints).

Manager Support

- My direct manager provides me with the support I need to complete my work.
- My direct manager provides clear and regular feedback on how well I do my work.

Environment

- I am satisfied with the hygiene and cleanliness of my physical workplace.
- Social distancing in the physical workplace (e.g. work desks, meeting rooms) should be observed:
 - For the next 3 months
 - For the next 6 months
 - For the next 1 yearS
 - ocial distancing should be put in place permanently

Organisational Effectiveness & Responsiveness

- I am confident in the action steps taken by my organisation to address problems resulting from Covid-19 situation.
- I am well taken care of by my company during this current Covid-19 pandemic.
- My company communicates effectively during this COVID-19 pandemic (e.g., safety & wellness guidance, work from home practices, travel policies).
- I am confident of the future of my company.

eNPS

- [0 - 10] How likely are you to recommend your company as a place to work to friends and family?

General

- The government is doing enough to support my industry.
- [Open-ended] Do you have any concerns you wish to raise during this covid-19 situation?