

# 2021 Employee Workplace Survey Results

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# 2021 Survey Results Summary

These are the survey results from 200+ professionals from companies with less than 500 employees (60.6%), between 500-1000 employees (17.4%), and more than 1000 employees (22%).

Majority of respondents are facing challenges in attracting, motivating, and retaining talent. The major factors are a lack of clear strategy, no effective recognition and rewards system in place, and people do not feel adequately recognized, if at all.

## The key findings are:

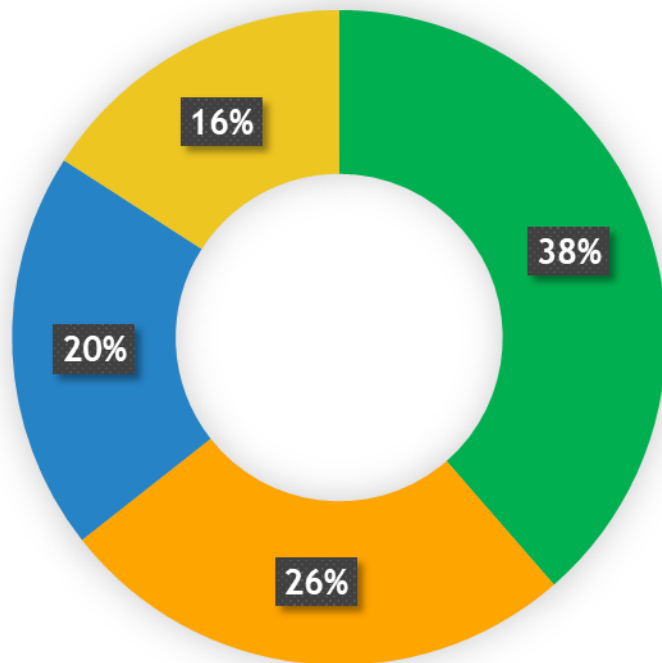
- ▶ 37.1% have turnover of more than 10% for the past two years
- ▶ 20% have not been able to hire the talent they need
- ▶ 50% are not able to motivate and recognize their employees
- ▶ 83.4% have a manual or no reward and recognition system

# 2021 Survey Results Summary (continued)

## The key findings are:

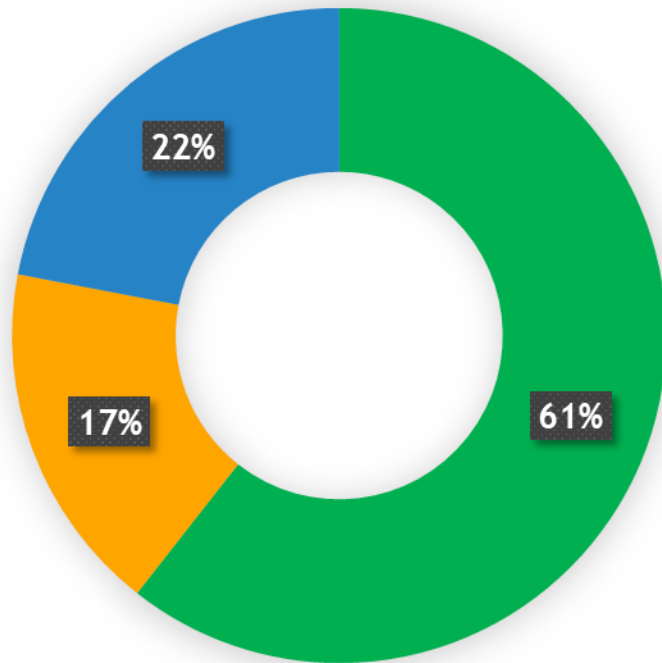
- ▶ 40.2% are not able to provide timely recognition of employee performance
- ▶ 52.3% are seldom recognized or only once a year
- ▶ 75.8% are not able to choose the rewards
- ▶ 33.3% have no visibility on employee recognition or no recognition at all
- ▶ 28% have not clear strategy to attract, motivate, and retain talent

# Job Role of Respondents



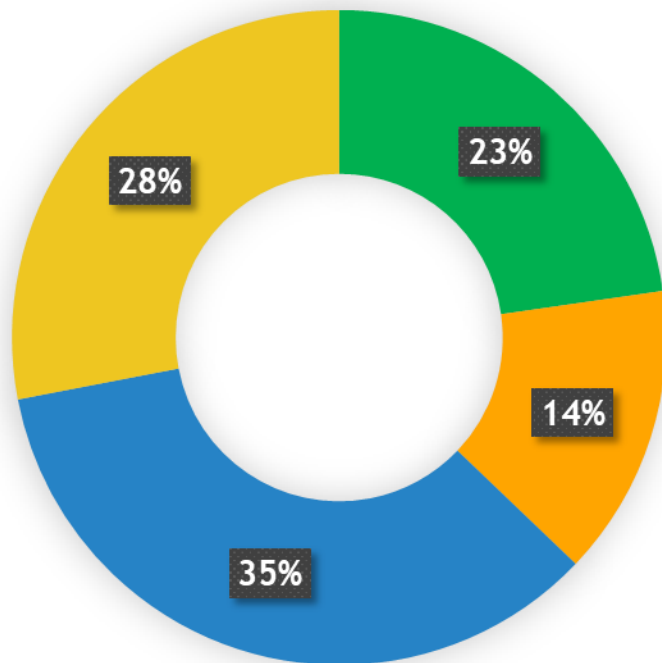
- Staff or Individual Contributor
- Supervisor or Team Lead
- Manager
- Senior Management

# Employee Count of Companies where Respondents are from



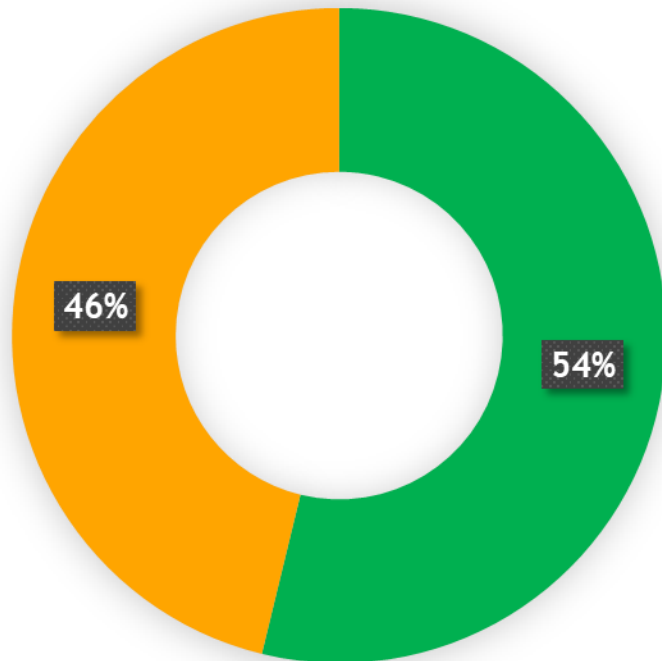
- less than 500 employees
- 501 - 1,000 employees
- more than 1,000 employees

# Average Employee Turnover Rate for the Past 2 Years



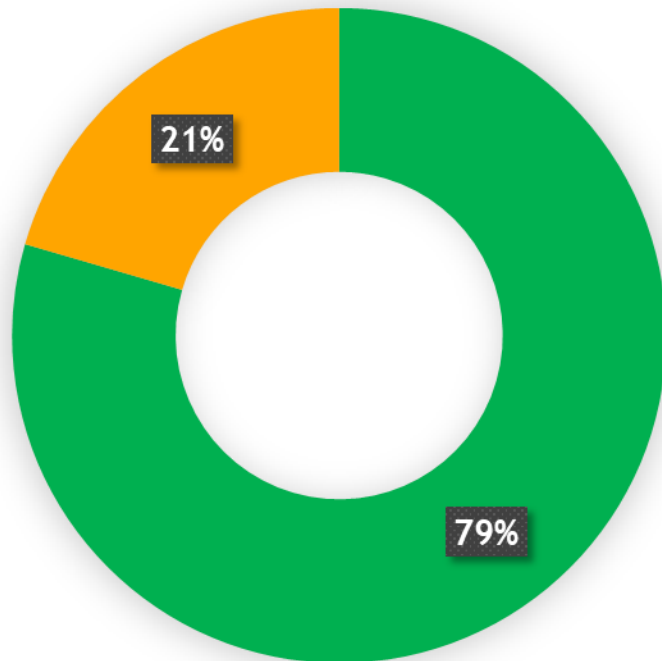
- Above 15%
- 10-14%
- 5-9%
- less than 5%

# Company Leaders (CEO/President) Being Happy with their Employee Turnover Rate



- Yes
- No

# Being Able to Hire the Talent Needed

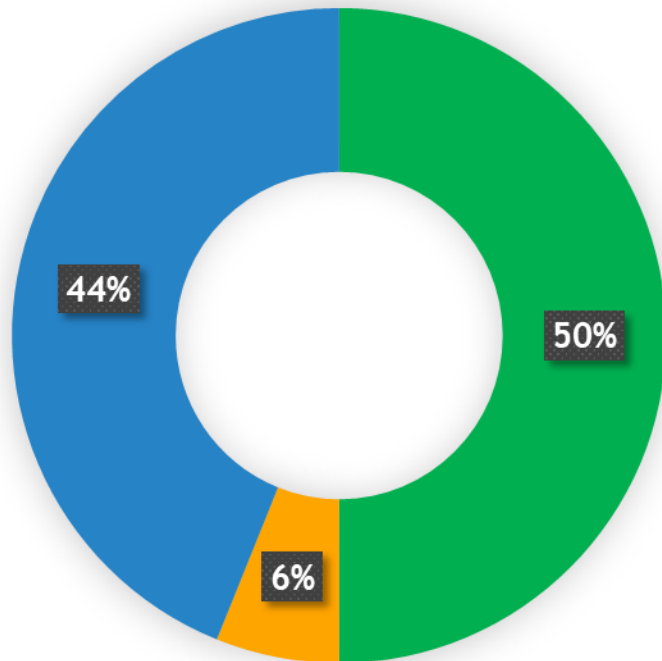


■ Yes

■ No

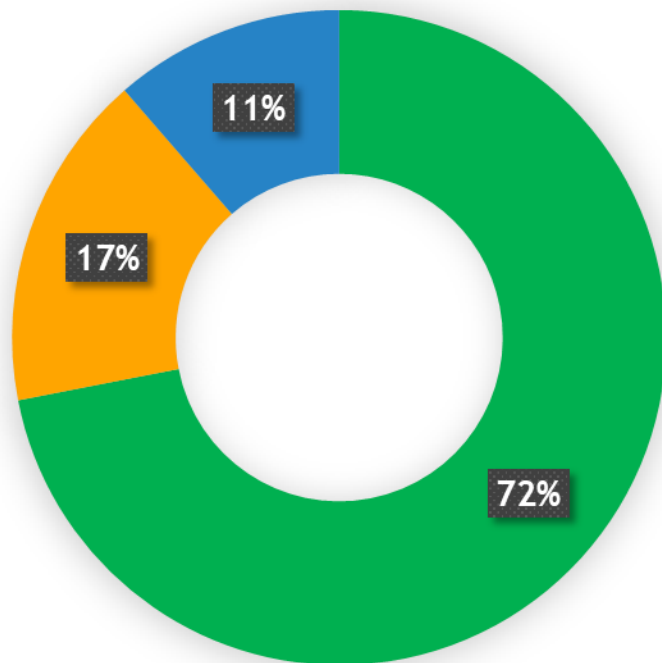


# Being Able to Effectively Motivate and Recognize Employees



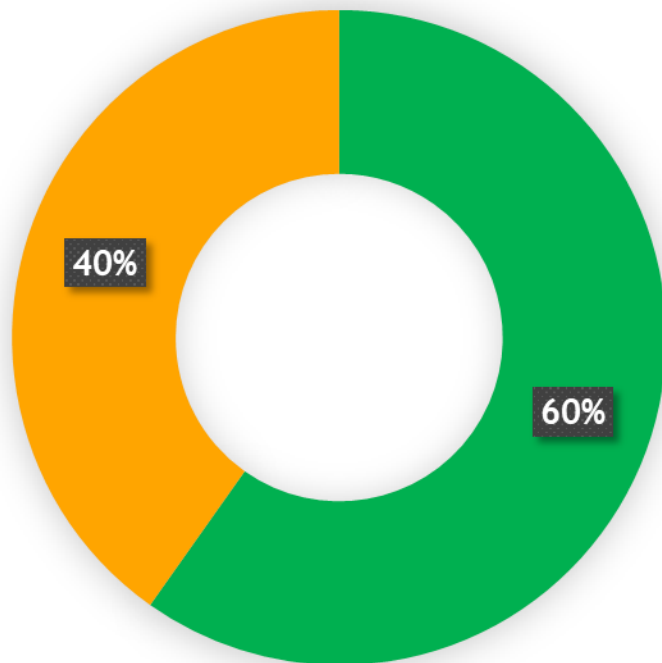
- Yes
- No
- Maybe

# How Employees are Rewarded and Recognized



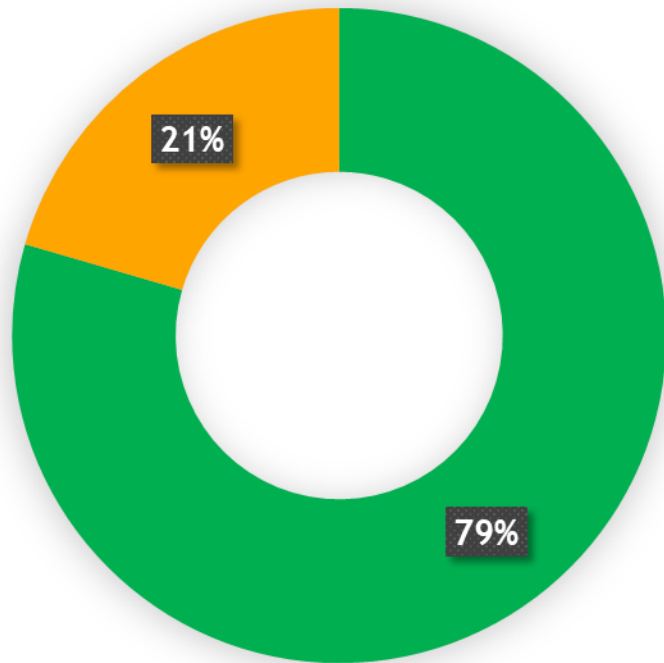
- Manual
- Automated (using software and e-commerce)
- No Reward and Recognition System

# Managers Being Able to Provide Timely and Personalized Recognition for their Staff



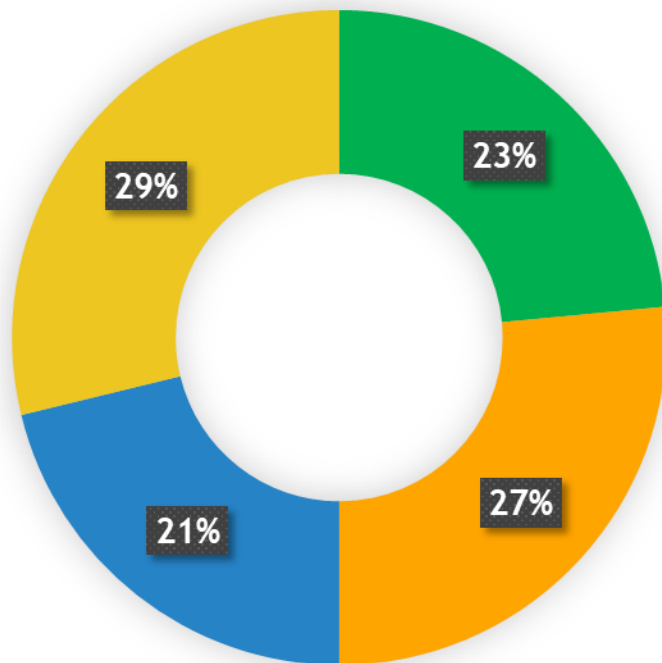
■ Yes  
■ No

# Company Being Able to Provide Rewards and Recognition for Successful Work



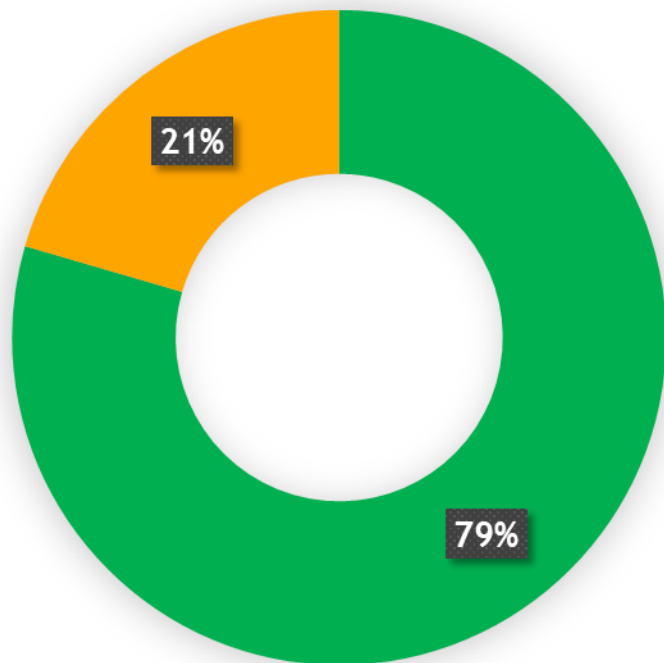
■ Yes  
■ No

# Frequency of Respondent being Recognized by his/her Company or Manager



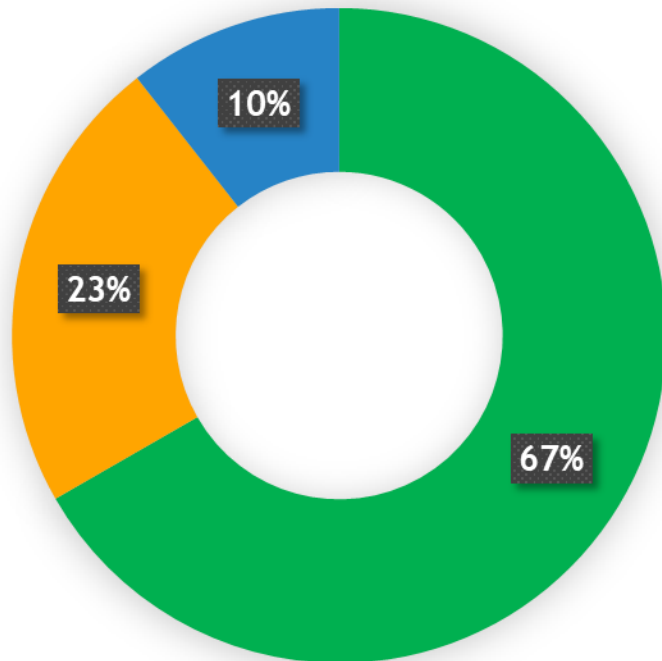
- Seldom or Can't Remember
- Weekly or Monthly
- Quarterly
- Once a Year

# Employees Being Able to Choose the Reward They want in Current Rewards Program



- Yes
- No

# Employee Recognition Being Visible Across the Company for all Employees

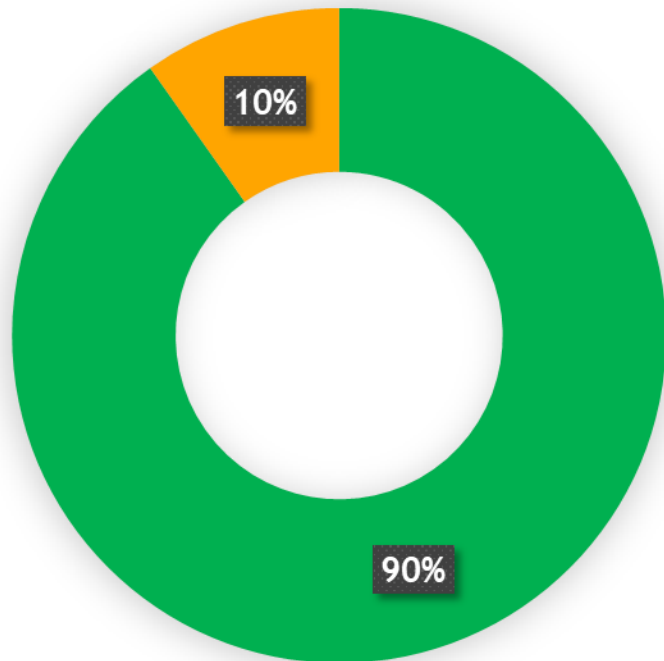


■ Yes

■ No

■ No employee recognition program or system

# Employees Recommending Their Company to their Peers and Friends

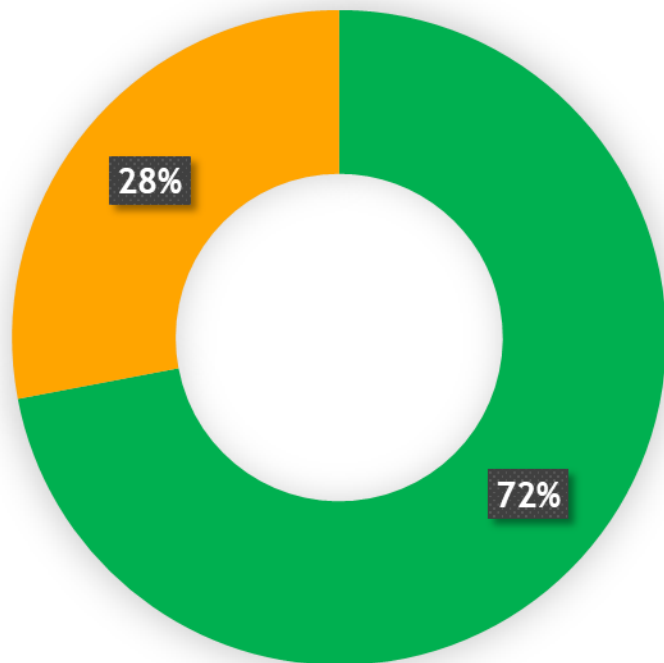


■ Yes

■ No



# A Strategy for Recognition and Rewards to Help Attract, Motivate and Retain Employees in Place



■ Yes  
■ No

# Contact Us

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