

Engagement and Climate Survey

The CEMIG logo is centered on the page. It consists of the word "CEMIG" in a bold, white, sans-serif font. The text is overlaid on a large, abstract graphic composed of several overlapping, rounded shapes in various shades of blue and teal. The background of the slide features a gradient from purple on the left to light blue on the right, with decorative elements like a grid of dots and diagonal lines.

Prepared by:

perfix 

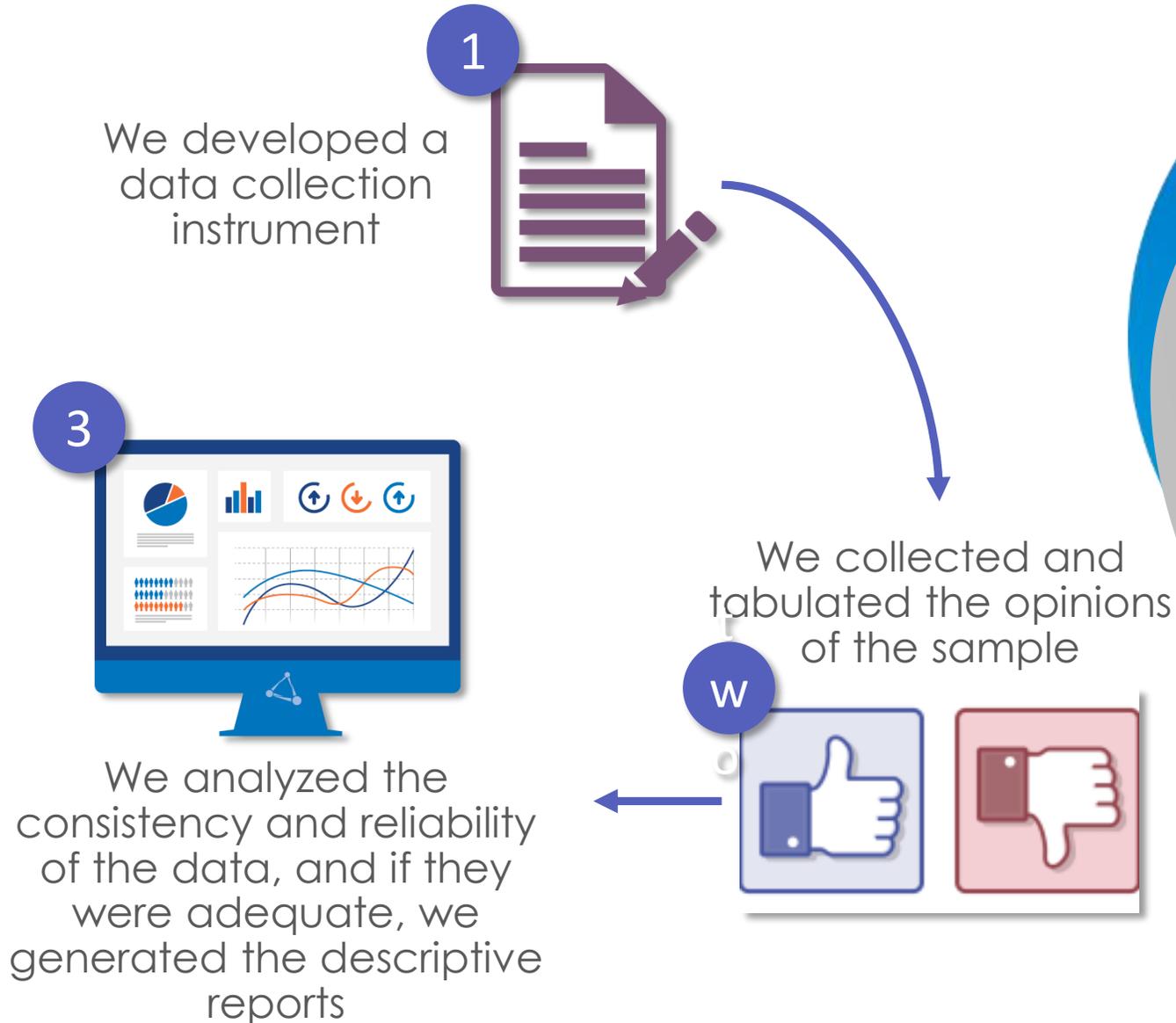
The survey assesses people's "vision" in relation to the main factors that influence the environment. In this way, it is not a "typical organizational diagnosis", since it does not assess the factors themselves, but, rather, the way they are **perceived** by employees

What is a survey of engagement and climate ?



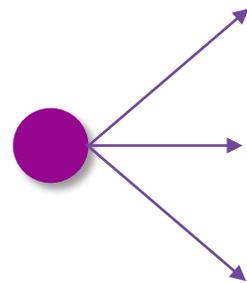
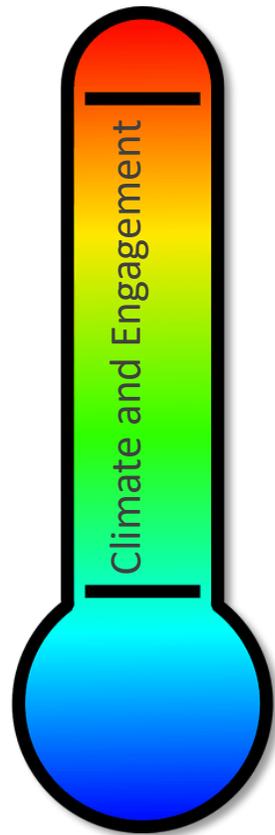
And how did we measure climate and engagement?

We applied scientific survey method:



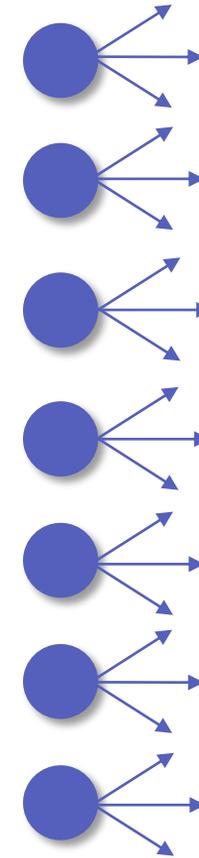
Method

- For analysis of climate and engagement, we developed an instrument with **11 factors**, which are subdivided into **50 items**:



Factors

1. Communication
2. Diversity
3. Work Involvement
4. Structure and Rules
5. Leadership
6. Motivation
7. Growth Opportunity
8. Reward
9. Responsibility and Autonomy
10. Work satisfaction
11. Overall satisfaction



50 items

⋮

Method

- Each item corresponds to a positive statement about the factor being assessed, and the employees express their agreement or disagreement.

Example: **“My Work Inspires Me”** (Work Involvement Factor)

Options	Strongly disagree	Partially disagree	I do not agree nor disagree	Partially agree	I totally agree
Icons					
Scores	1	2	3	4	5
<i>Scores measure the intensity of the assessment, the higher the better</i>					
We also measure the “favorability” of the factors, which is the percentage of responses between levels 4 and 5					

Climate and engagement diagnosis

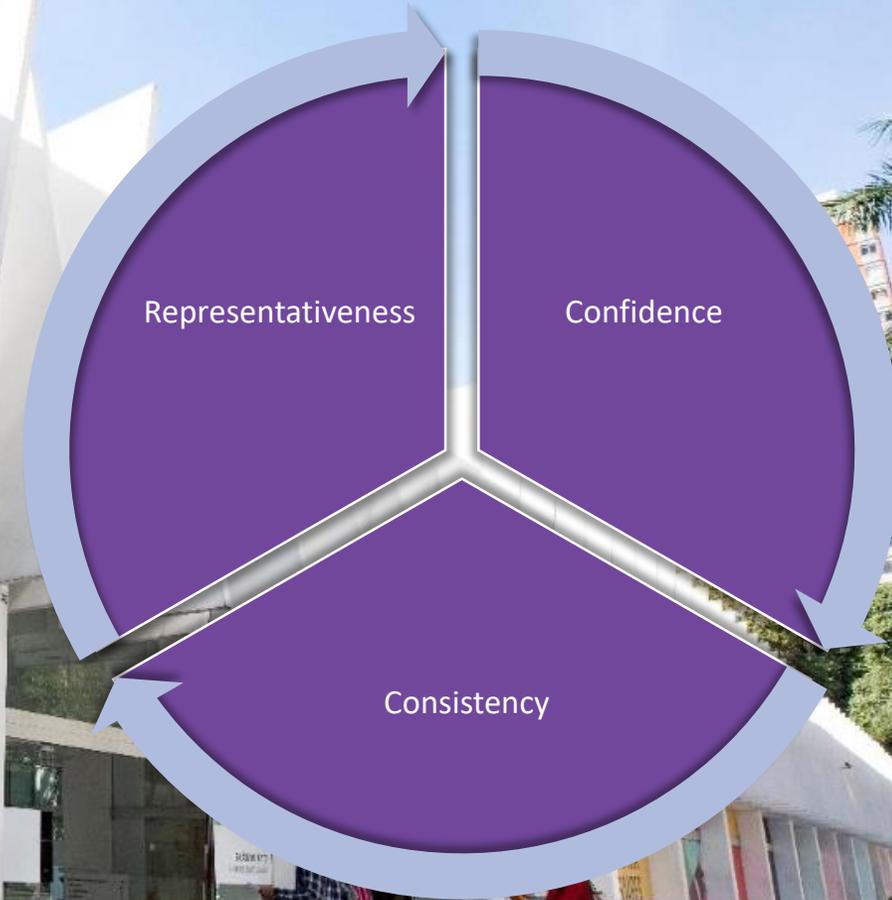
- The tabulated data generate ratings according to the favorability, calculated as the percentage of responses between scores 4 and 5 in relation to the total responses.

Index	Classification
90 to 100	Full
75 to 89	High
55 to 74	Average
35 to 54	Poor
00 to 34	Critical

For example, in an area with 100 participating employees, where 72 responded at levels 4 and 5, we will have **72% favorability**, and this value will be considered "**average**".



Data Consistency and Reliability Analysis



Representativeness

- The sample had **61% of the total population**, generating a very satisfactory degree of confidence with an expected sampling error of approximately **1.1% ***

Consistency

- The level of internal consistency of the collected sample was calculated in **0.973**, considered **excellent ****

Confidence

- The maximum divergence found in the sample composition vs Population was **less than or equal to 3%**, which can be considered **satisfactory** and **apt.**

* Reference: BARBETA, Pedro Alberto. *Statistic Applied at Social Sciences*. 5th Edition Revised. UFSC.

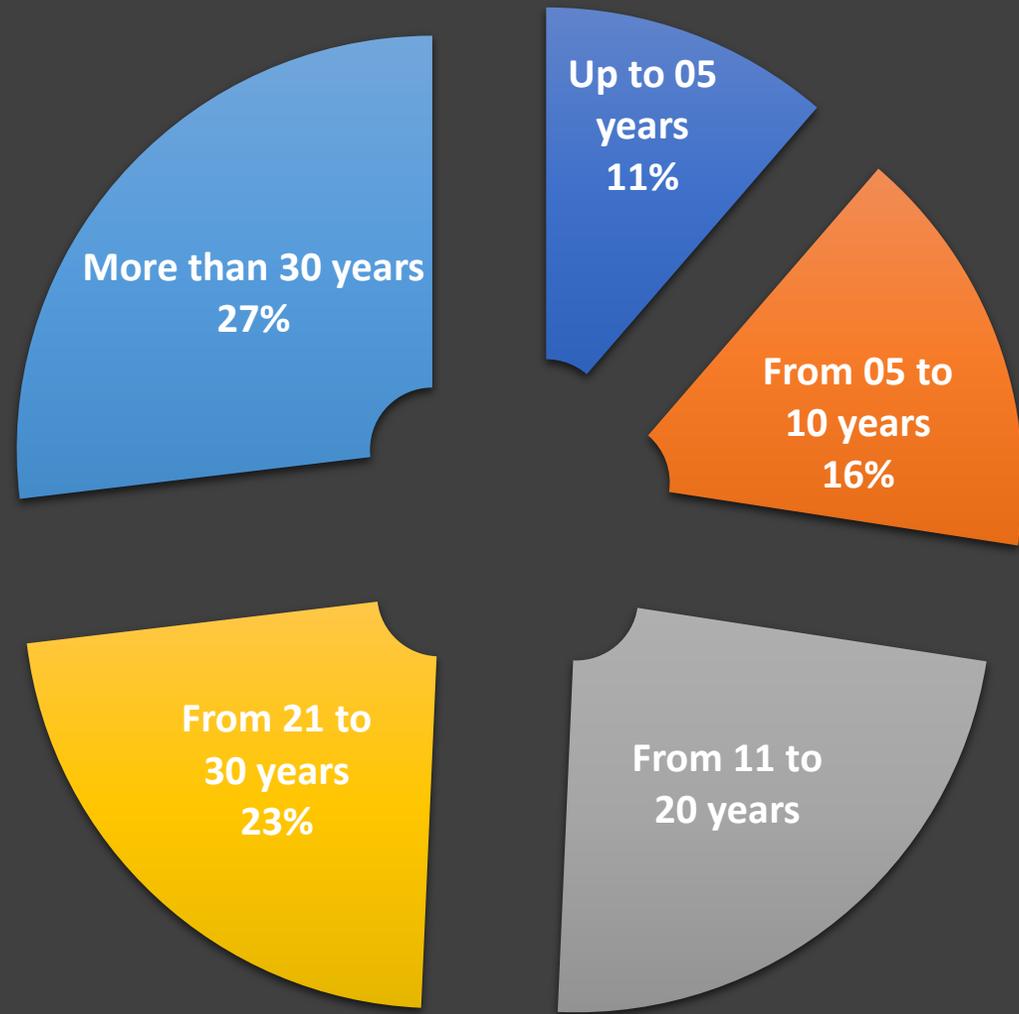
** Reference: George, D & Mallery, P. *SPSS for Windows step by step: A simple guide and reference*. 4th ed. Boston: Allyn & Bacon. (2003).



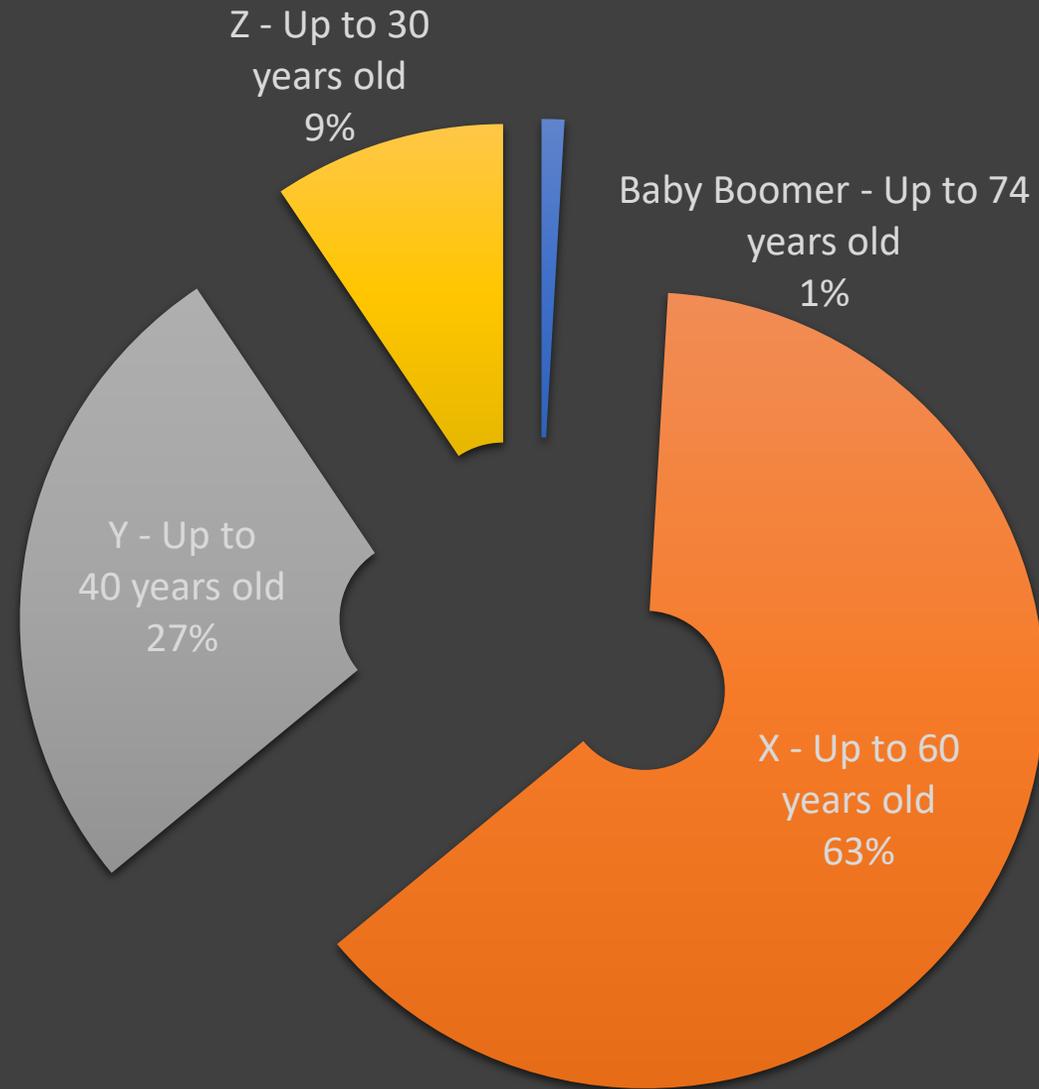
Profile of Participants (Sample)



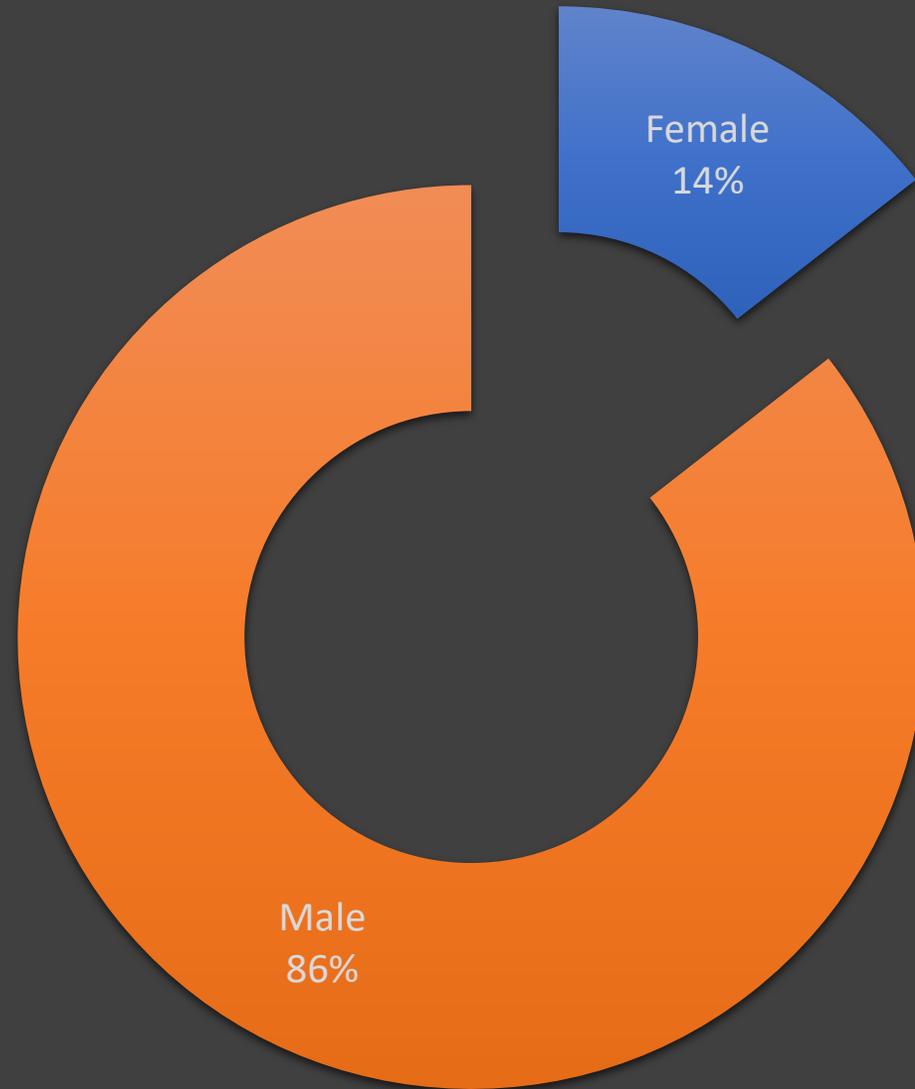
Working Time



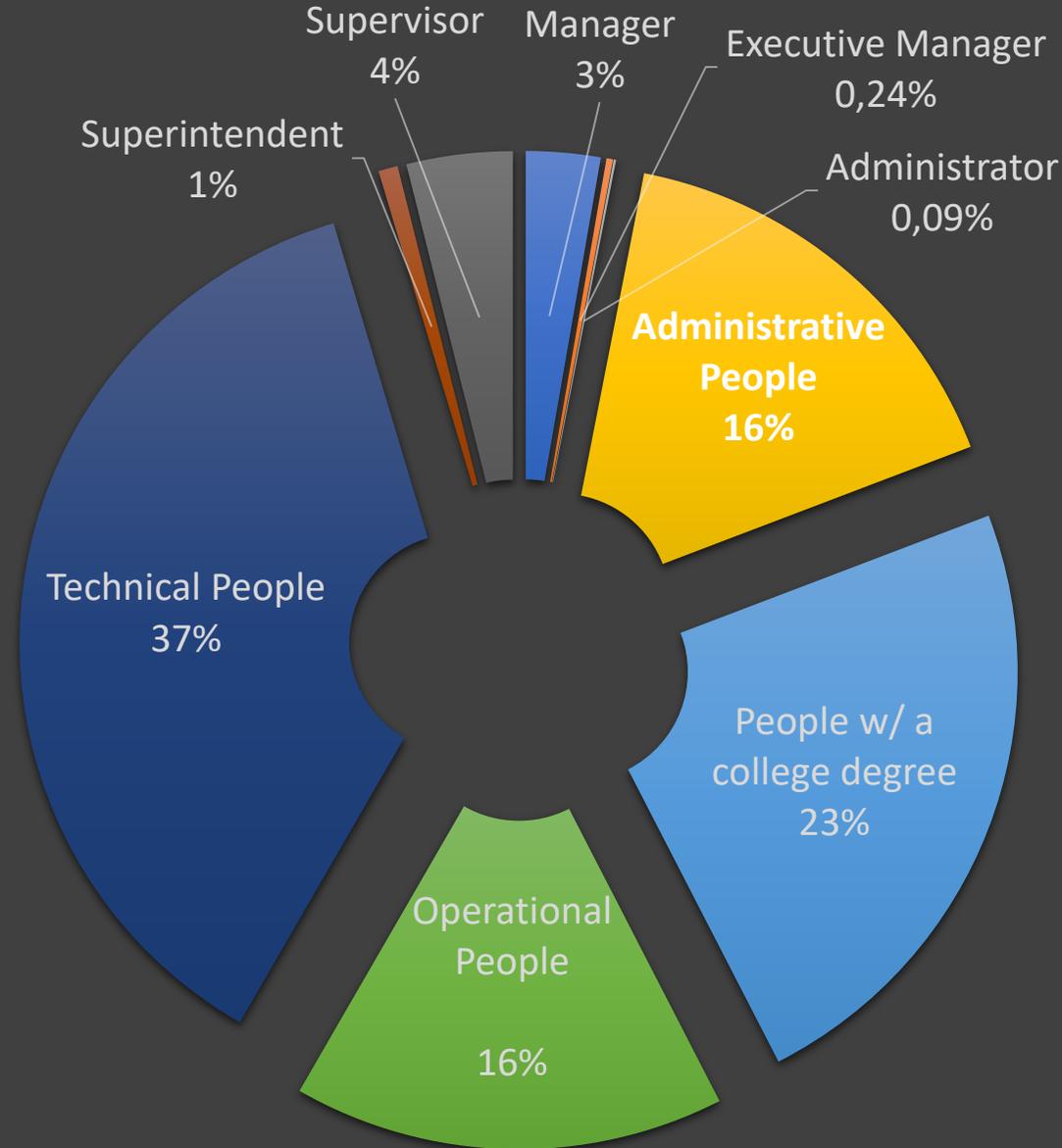
Generation



Gender



Professional Group



Results of the Climate and Engagement Survey



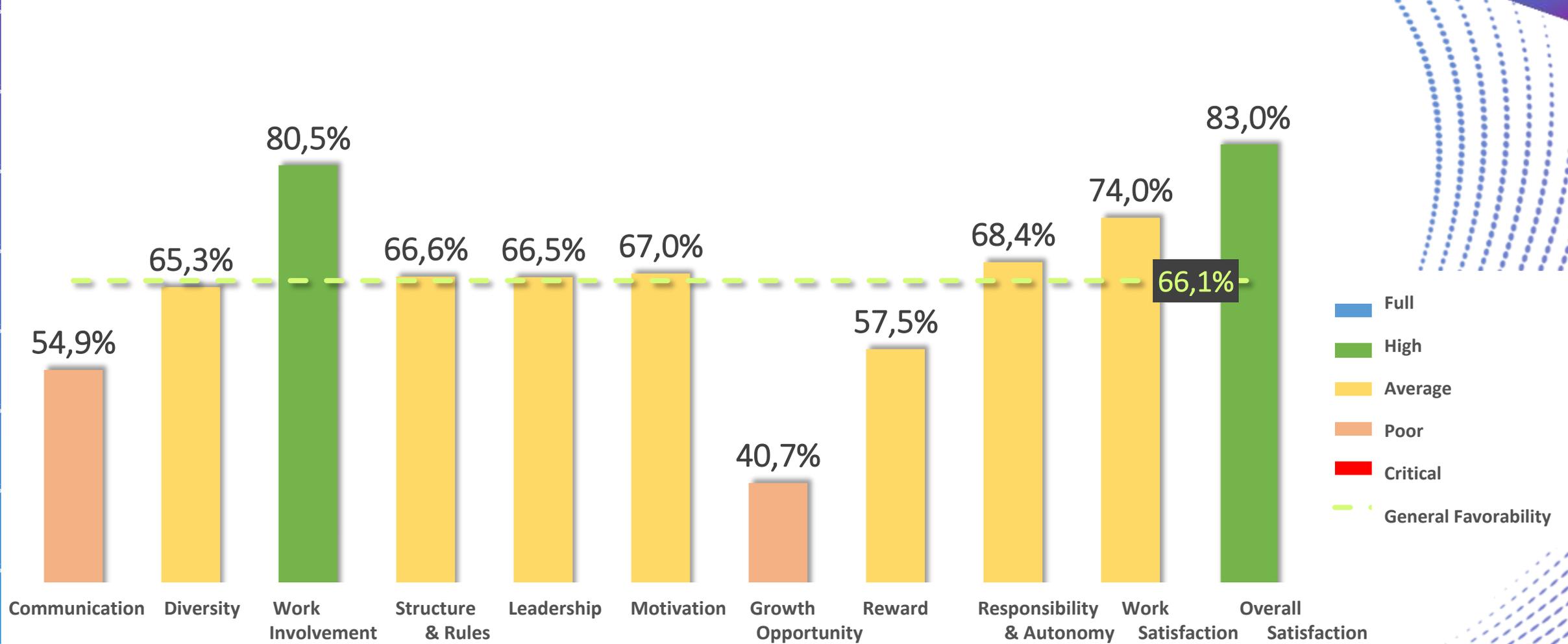
66.1%
Average

General Favorability

- The current percentage of favorability shows us that the climate and engagement are not bad, but there are important points that need to be worked on to improve the perception of employees.



Favorability & Scores - Factors



Viewing Angles



To better understand favorability, we can view the data from different perspectives



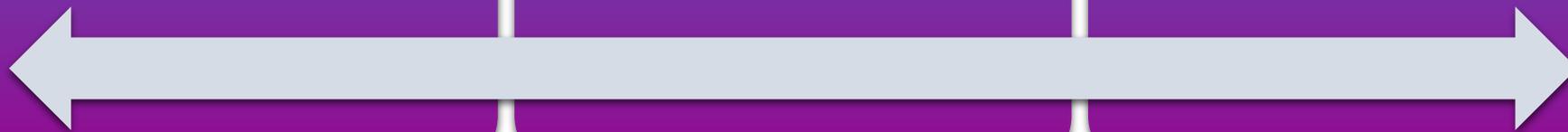
Geography

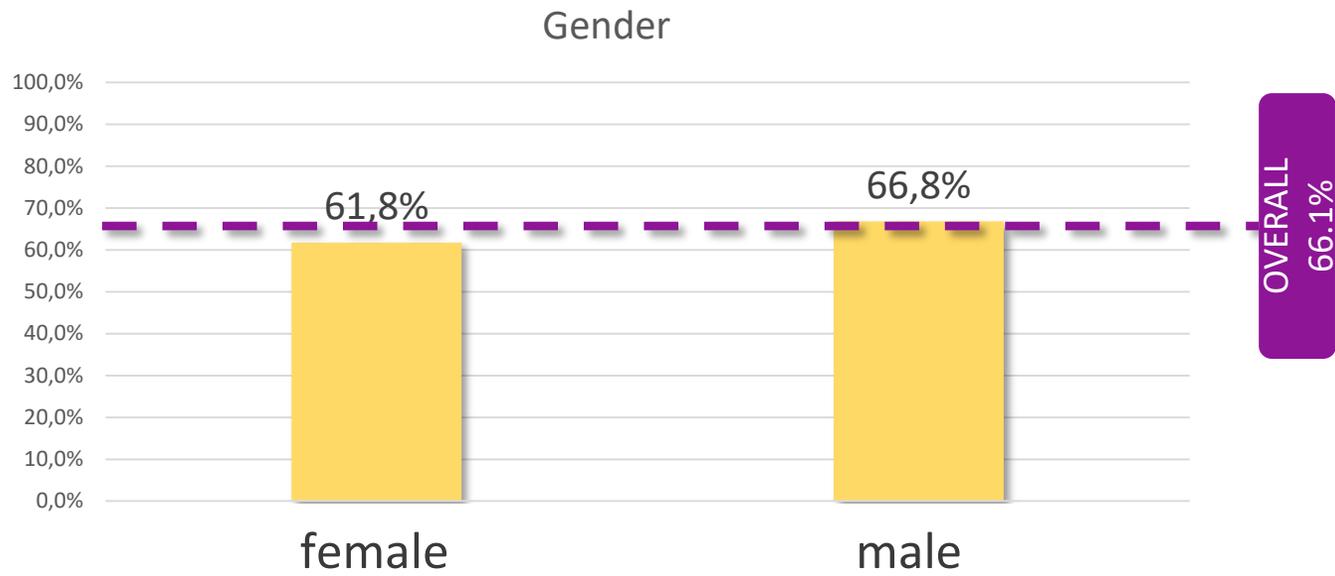


Organization
chart

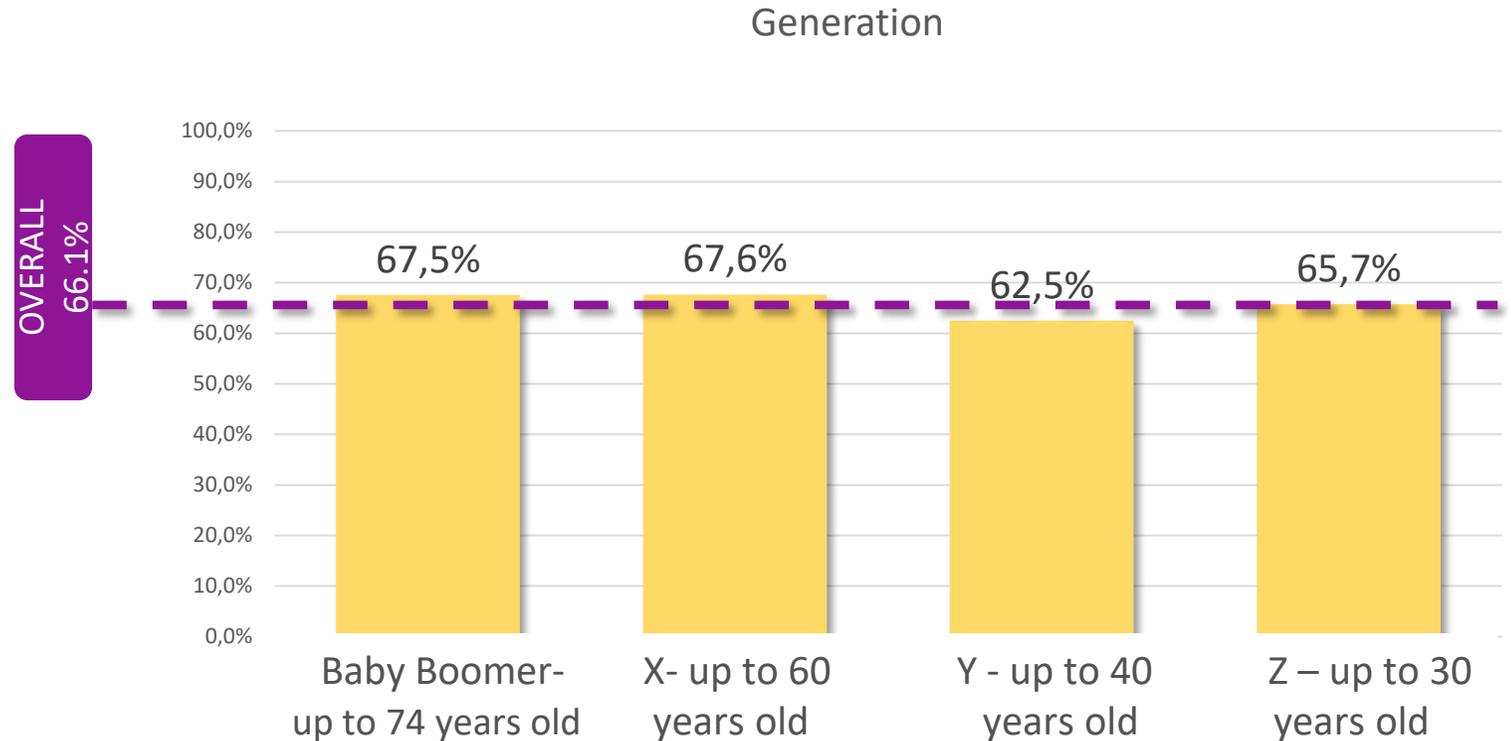


Demography



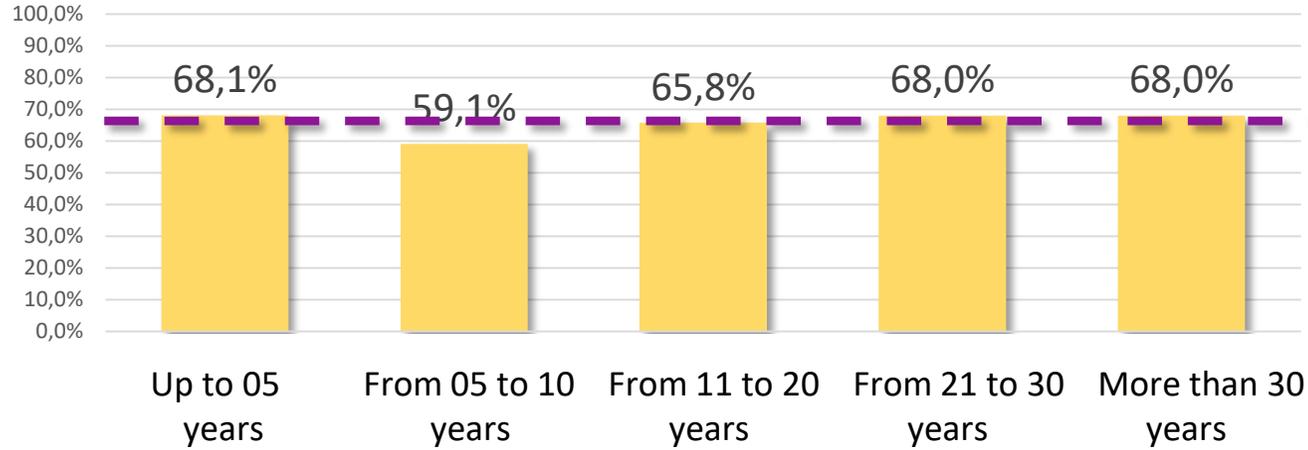


General Favorability



per
**Demographic
Extract**

Working Time



per Demographic Extract

General Favorability

Professional Group

