Trust Index©
Feedback Report

GREAT PLACE TO WORK® INSTITUTE
Tychon Solutions

The Great Place to Work Journey

Your company can be a great workplace, and you have the power to make it happen. It begins with an investment in building trust throughout your organization. The return will be a more vibrant enterprise, more innovative products and more satisfying relationships. Employees who trust their managers give their best, work freely, and their extra effort goes right to the company's bottom line. Managers who trust their employees allow innovative ideas to bubble up from all levels of the company. Employees who trust each other report a sense of camaraderie and even the feeling of being part of a family. Together they deliver far more than the sum of their individual efforts. Many of the best performing companies have followed this insight and seen tremendous results.

Great Place to Work® is the global authority on building, sustaining and recognizing High-Trust, High-Performance Culture™ at workplaces. We have crafted our perspective by learning from great leaders, surveying millions of employees, and examining thousands of the best workplaces around the globe. We help organizations quantify their culture and produce better business results by creating a high-trust work experience for all employees by surveying millions of employees and studying thousands of businesses, we've created a model for building performance based on trust. It's our contribution to a global shift in businesses that is changing the way the world works. Our data show that building workplace trust is the best investment your company can make, leading to better recruitment, lower turnover, greater innovation, higher productivity, more loyal customers and higher profits. Our model provides specific, actionable steps to get you there. While you'll be the one to lead your company on this journey, we can provide steady guidance from one of our 46 offices around the world. Companies of all sizes look to us for our assessment tools, trainings, advisory services, conferences and workshops. The world looks to us to identify the best workplaces through our renowned lists. It's all part of our passion to create a better world by helping you create a great workplace. Wherever you are on your journey, we invite you to join us and create yours.

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Trust Index© Overview

Trust Index© Overview

Great workplaces are built through the day-to-day relationships that employees experience - not a checklist of programs and benefits. Employees believe they work for great organizations when they consistently:
    1) Trust the people they work for
    2) Have pride in what they do and
   3) Enjoy the people they work with

Trust is the defining principle of great workplaces – created through management's credibility, the respect with which employees feel they are treated, and the extent to which employees expect to be treated fairly. The degree of pride and levels of authentic connection and camaraderie employees feel with each other are additional essential components.

This fundamental model, confirmed by Great Place to Work® Institute through over 27 years' worth of analysis of employees' own opinions, is universal and consistent year-over-year, country-to-country, and applies to companies in all industries, non-profits, education and government organizations with wildly diverse employee demographics.

Dimensions of a Great Place to Work®

CREDIBILITY
Communication – Communications are open and accessible
Competence – Competence in coordinating human and material resources
Integrity – Integrity in carrying out vision with consistency

RESPECT
Support – Supporting professional development and showing appreciation
Collaborating – Collaboration with employees in relevant decisions
Caring – Caring for employees as individuals with personal lives

FAIRNESS
Equity – Balanced treatment for all in terms of rewards
Impartiality – Absence of favoritism in hiring and promotions
Justice – Lack of discrimination and process for appeals

TRUST

PRIDE
Personal Job – In personal job, individual contributions
Team – In work produced by one's team or work group
Company – In the organization's product and standing in the community

CAMARADERIE
Intimacy – Ability to be oneself
Hospitality – Socially friendly and welcoming atmosphere
Community – Sense of "family" or "team"

The five dimensions of Trust Index© can further be represented by the framework based on the dimensions and their various sub-dimensions.
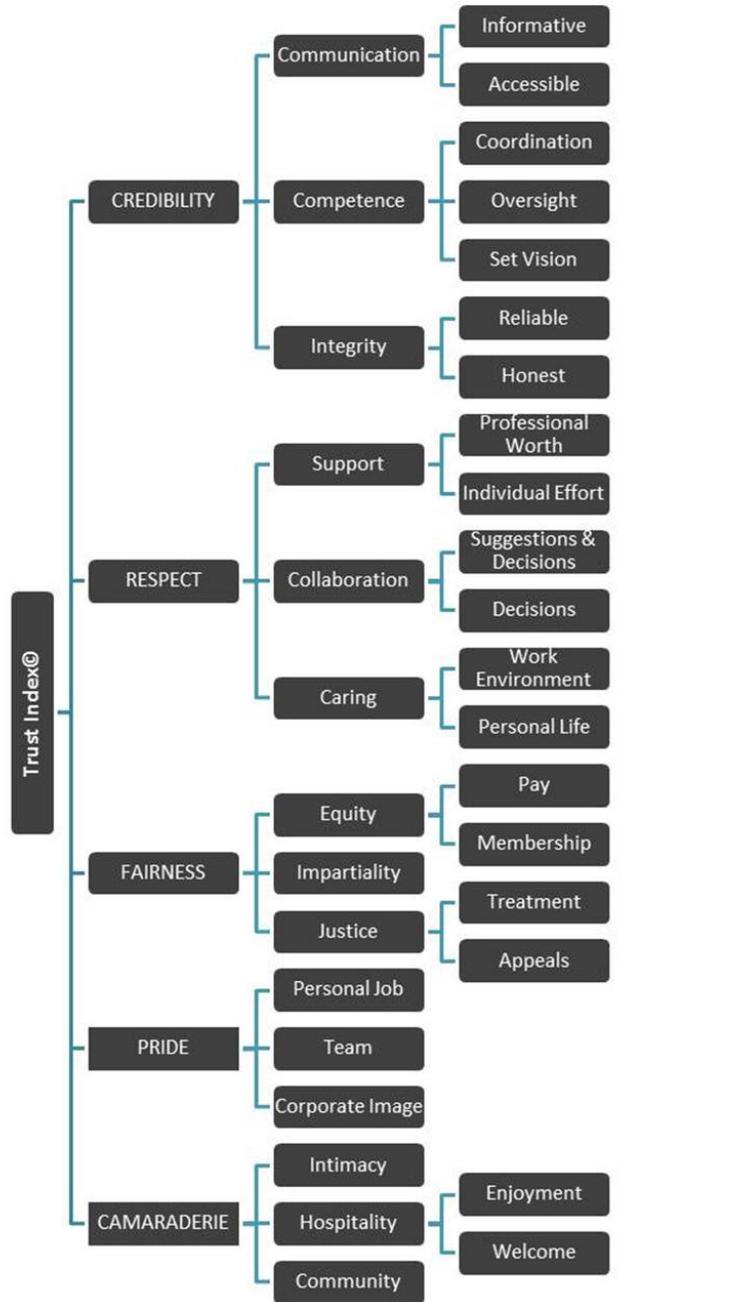
# Trust Index© Feedback

Trust Index© Feedback

Trust Index© Grand Mean

The Trust Index© model is derived from the definition of a great workplace as one where employees trust the people they work for, have pride in what they do, and enjoy the people they work with. This definition implies that the heart of great workplaces is in the quality of the relationships that exist there and identifies the workplace as composed of three interconnected relationships:

1 between employees and management
2 between employees and their jobs and
3 between employees and other

The Great Place to Work® Trust Index© was created by best-selling author Robert Levering in collaboration with a team of professional management consultants with years of experience in conventional employee surveys, and was based on hundreds of employee interviews conducted over the past decade for The 100 Best Companies to Work for in America (co-authored with Milton Moskowitz). By comparing's results with the Great Place to Work® Model©, management can build on the strengths and address the weaknesses revealed by the Trust Index©.

Note: The scores in the graph indicate the percentage of survey respondents giving positive feedback. For details refer to the section "Guidelines for Reading the Score Sheet".

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

Trust Index© Dimension Wise Breakdown
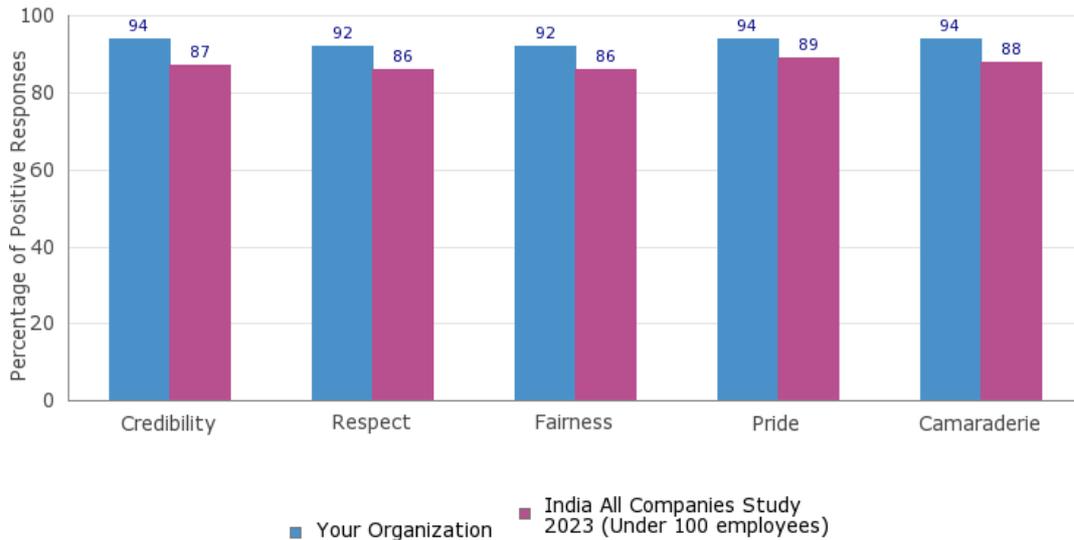
Credibility - Measures the extent to which employees see management as credible (believable, trustworthy), by assessing employees' perceptions of management's communication practices, competence and integrity.

Respect - Measures the extent to which employees feel respected by management, by assessing the levels of support, collaboration and caring employees see expressed through management's actions toward them.

Fairness - Measures the extent to which employees feels that management practices are fair, by assessing the equity, impartiality, and justice employees perceive in the workplace.

Pride - Measures employees' sense of pride in their work by assessing the feelings employees have toward their jobs, team or work group and the company.

Camaraderie - Measures employees' sense of camaraderie in the workplace by assessing the quality of the intimacy, hospitality, and community within the workplace.

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

Sub-Dimension Breakdown

1. Credibility

Sub-Dimensions: Communication, Competence and Integrity
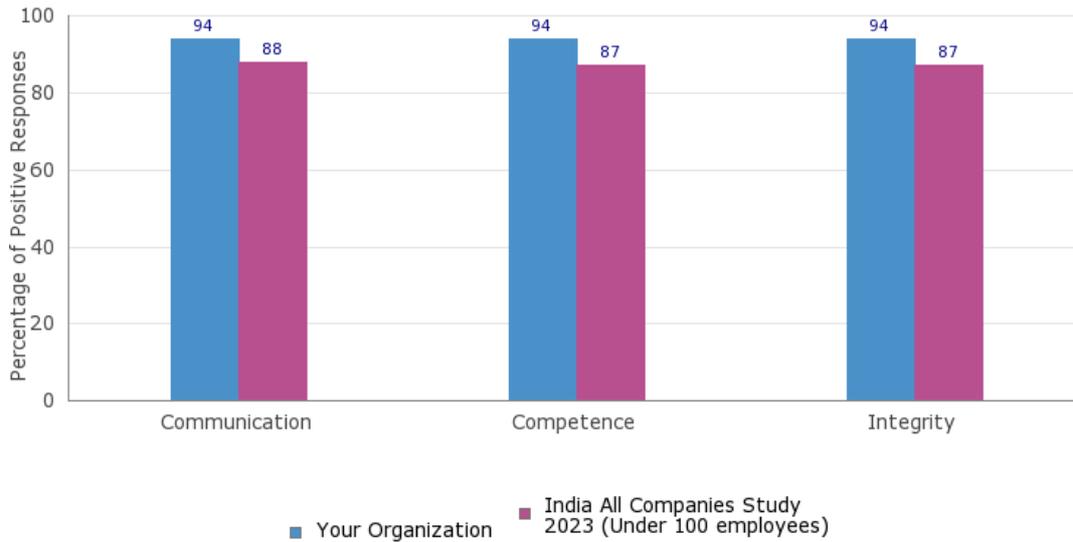
The above graph identifies your organization's average performance on the skill sets that contribute to Credibility. They consist of communication, competence, and integrity and are essential to promoting trust in the workplace. Good communication skills invite two-way dialogue. Managers are both clear and informative in the information they volunteer; and they are accessible to employees, affording them the opportunity to begin conversations about the information they might need or want to share.

Positive communication skills will allow managers to hear about and address rumours before they get started. If employees know their managers' are up front with them and feel they can ask questions freely when there are concerns, there will be no need to fill in information gaps with guesses. Clear communication allows employees to meet managers' expectations, choose their priorities carefully and, thus, be more productive.

Displaying management competence involves the ability to coordinate people and resources effectively, the ability to oversee employees work, and the ability to clearly articulate and enact a vision for your organization or for individual departments. Employees who feel management is competent are more willing to trust management's decisions and follow management when they are leading employees through changes or uncertainty.

Management's integrity depends on honest and reliable daily actions. Managers are consistent: whatever they say, they do; and promises are kept. Additionally, employees are certain their managers run the business ethically. Clearly, performance on these skill sets creates employees perceptions of management's credibility, and this sense of credibility is essential to maintaining trust in the workplace.

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

2. Respect

Sub-Dimensions: Support, Collaboration and Caring
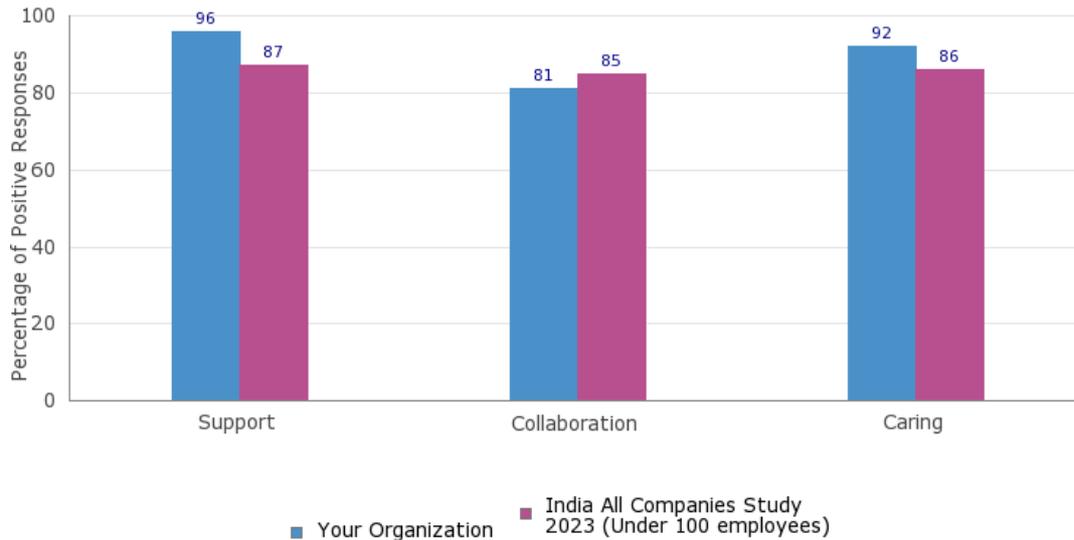
The above graph identifies your organization's average performance on the skill sets that contribute to Respect. They consist of support, collaboration, and caring, and represent another essential element to creating an atmosphere of trust in the workplace.

Professional support is shown to employees through the provision of training opportunities and the resources and equipment necessary to get work done. Appreciation of professional accomplishments and extra effort supports the individual professional development of employees. Collaboration between employees and management requires management outreach by genuinely seeking and responding to employees' suggestions and ideas, as well as involving people in the decisions that affect them.

Managers demonstrate caring by providing a safe and healthy working environment, and by showing an interest in people's personal lives. Caring managers are also aware of the impact that work has on employees' personal lives. Showing respect for employees improves employees' perceptions of how they are treated by management and increases their trust in your organization. A respectful environment fosters increased productivity and smoother execution of procedures by creating an atmosphere in which decisions are made with the support of staff, and ideas for improving the workplace can be shared. Employees are more enthusiastic about their work when they feel they are seen as people, not just employees.

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

3. Fairness

Sub-Dimensions: Equity, Impartiality and Justice
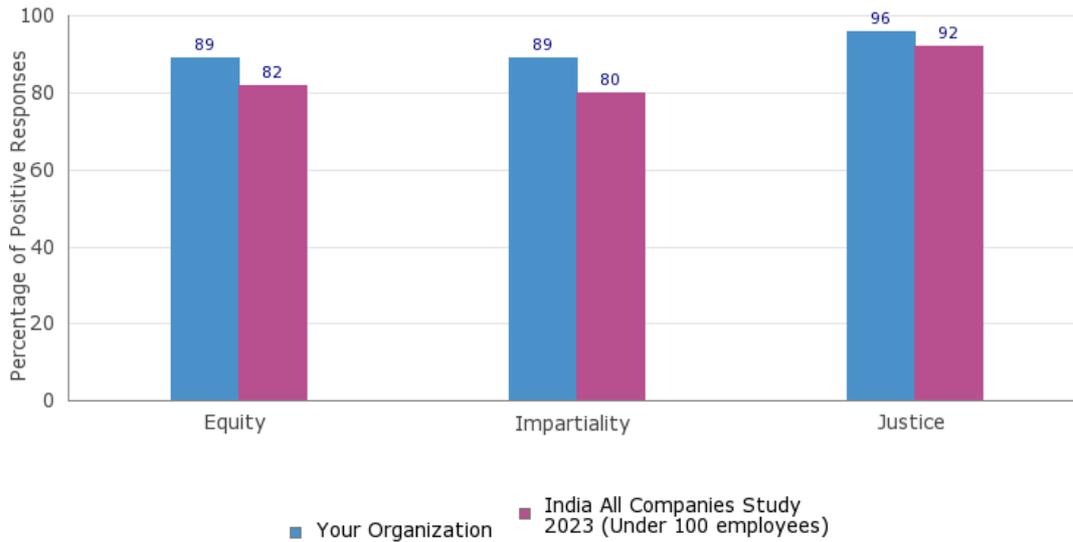
The above graph identifies your organization's average performance on the skill sets that contribute to Fairness. They consist of equity, impartiality, and justice, and represent the third element contributing to trust in the workplace a sense of equity is conveyed through balanced treatment for all people in the distribution of intangible and tangible rewards.

Manager impartiality is displayed through an avoidance of favoritism in hiring and promotion practices, and an absence of politicking in the workplace. The statements assessing impartiality reflect the very human interpersonal interactions that occur within a workplace when people are promoted, tasks are assigned, or requests for assistance are made to facilitate some aspect of work that needs to be accomplished.

Justice is seen as a lack of discrimination based on people's personal characteristics, and the presence and utilization of a fair process for appeals. An environment that supports the fair treatment of all employees enables people to focus on their work contributions rather than spending time on politics or defending themselves personally. A fair work environment reduces the distractions of inequity, politics and prejudice and allows people to make their greatest contributions.

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

Sub-Dimensions: Personal Job, Team and Corporate Image
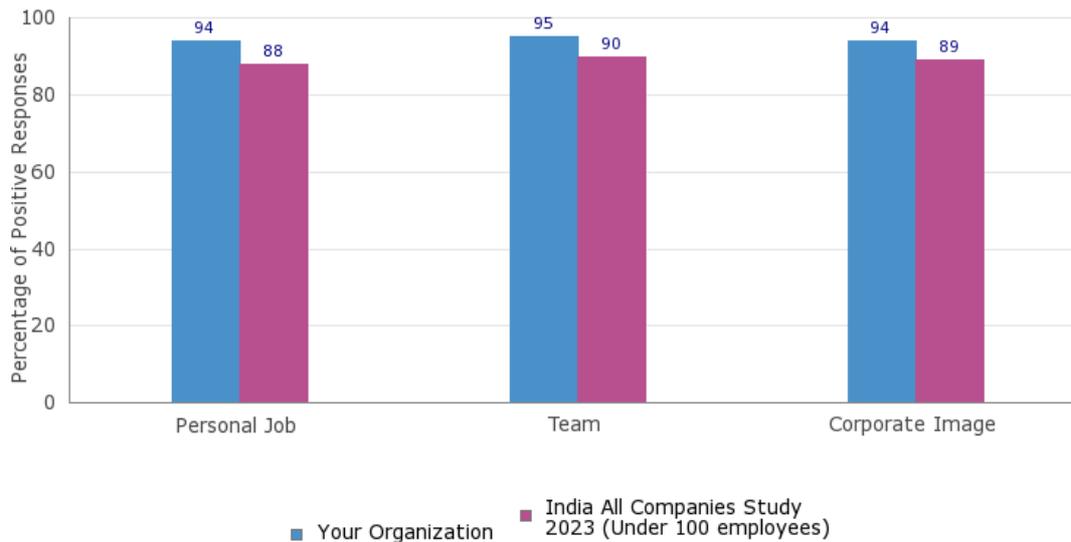
The above graph identifies your organization's average performance assessing the elements in which employees feel pride: their personal jobs, the work of their teams, and its public image. Employees can feel pride in their personal jobs in the work that is produced by their own team or work group; and in your organization's corporate reputation, which is made up of its services and its standing in the community.

In general, high levels of pride in these three areas favourably affect employees' engagement in their jobs, thus increasing productivity, teamwork, and commitment to your organization. Pride in one's personal job is developed from the sense that one's specific contributions are special and unique to the organization - that one makes a difference at your organization. This feeling of pride in one's contribution can lead to employees making long-term commitments to your organization.

People's pride in the accomplishments of their teams is both a reflection of the good work that the team is able to do, and the explicit recognition by management that the success of the organization often comes from teamwork and not just from individual contributions. Finally, people's pride in their association with the organization and its public image come from the reputation of the firm within its industry or service areas, its ability to meet client needs, and its commitment to be of service to the communities in which it is located.

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

5. Camaraderie

Sub-Dimensions: Intimacy, Hospitality and Community
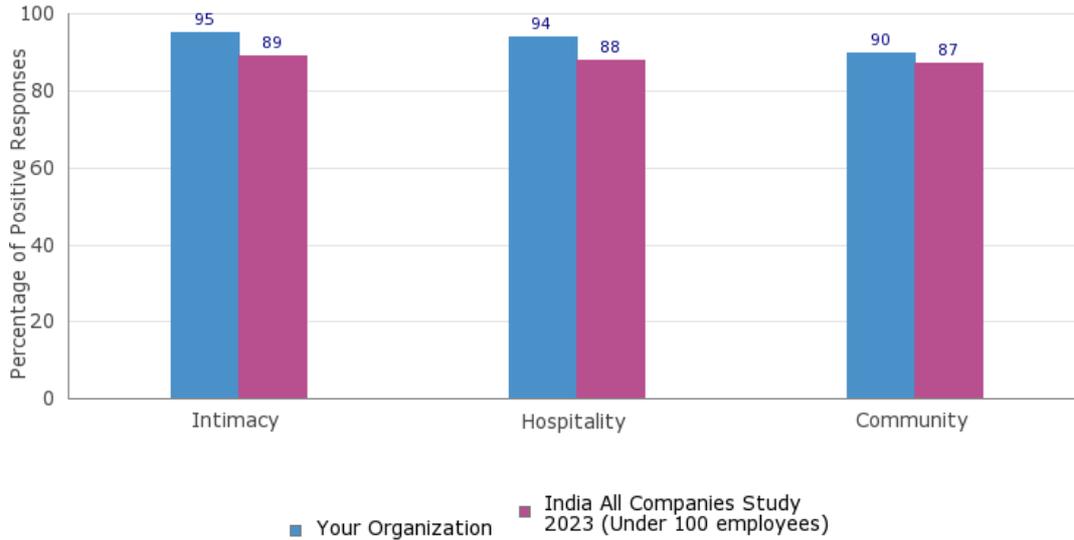
The above graph identifies your organization's average performance assessing the avenues through which staff conveys a sense of camaraderie: intimacy, hospitality, and community. Employees experience camaraderie in the workplace through the level of intimacy they find, or the ability they have to be themselves; the hospitality people engage in, or the extent to which the environment is friendly and welcoming; and the sense of community, or the degree to which staff feels like a team or a family.

Fostering feelings of hospitality and intimacy, and underscoring the importance of a sense of community in the workplace all contribute to employees developing relationships, cooperating with others, and enjoying their work. The teamwork, cooperation and commitment that is a by-product of camaraderie positively affect quality, productivity, profitability, and employees morale.

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

Statement Wise Feedback

Note: All numbers are in percentage. Employees were instructed to respond to each statement in the survey, using a 1-5 scale. The positive responses to the affirmative survey statements, indicating either a 4 ("often true") or a 5 ("almost always true"), are counted as a percentage of the total number of responses received for that statement. Blanks are not included in calculating your organization's score.

This benchmark consists of average of all the scores of companies which are categorized under under 100

	Trust Index© Feedback		Score	
Dimension	Sub-Dimension	Trust Index© Statement	Your Organ-ization	India All Companies Study 2023 (Under 100 employees)
Credibility	Communication	Management keeps me informed about important issues and changes.	90	86
		Management makes its expectations clear.	96	87
		I can ask management any reasonable question and get a straight answer.	94	86
		Management is approachable, easy to talk with.	94	92
	Competence	Management is competent at running the business.	96	92
		Management hires people who fit in well here.	92	87
		Management does a good job of assigning and coordinating people.	96	86
		Management trusts people to do a good job without watching over their shoulders.	96	88
		People here are given a lot of responsibility.	88	82
		Management has a clear view of where the organization is going and how to get there.	94	89
	Integrity	Management delivers on its promises.	90	85
		Management's actions match its words.	96	86
		I believe management would lay people off only as a last resort.	86	84
		Management is honest and ethical in its business practices.	100	92
		Our executives fully embody the best characteristics of our company.	96	90
		Average	**94**	**87**

	Trust Index© Feedback		Score	
Dimension	Sub-Dimension	Trust Index© Statement	Your Organ-ization	India All Companies Study 2023 (Under 100 employees)
Respect	Support	I am offered training or development to further myself professionally.	96	84
		I am given the resources and equipment to do my job.	96	92
		Management shows appreciation for good work and extra effort.	94	86
		Management recognizes honest mistakes as part of doing business.	96	88
		We celebrate people who try new and better ways of doing things, regardless of the outcome.	98	87
	Collaboration	Management genuinely seeks and responds to suggestions and ideas.	88	88
		Management involves people in decisions that affect their jobs or work environment.	74	81
	Caring	This is a physically safe place to work.	100	97
		This is a psychologically and emotionally healthy place to work.	96	87
		Our facilities contribute to a good working environment.	94	91
		People are encouraged to balance their work life and their personal life.	88	83
		Management shows a sincere interest in me as a person, not just an employee.	92	85
		We have special and unique benefits here.	78	73
		I am able to take time off from work when I think it's necessary.	98	88
		Average	**92**	**86**

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

Statement Wise Feedback

		Trust Index© Feedback		Score	
Dimension	**Sub-Dimension**	**Trust Index© Statement**	**Your Organiz-ation**	**India All Companies Study 2023 (Under 100 employees)**
Fairness	Equity	People here are paid fairly for the work they do.	88	80
		I feel I receive a fair share of the profits made by this organization.	78	70
		Everyone has an opportunity to get special recognition.	92	85
		I am treated as a full member here regardless of my position.	96	92
	Impartiality	Promotions go to those who best deserve them.	98	83
		Managers avoid playing favourites.	78	77
		People avoid politicking and backstabbing as ways to get things done.	90	81
	Justice	People here are treated fairly regardless of their age.	96	92
		People here are treated fairly regardless of their race or caste.	98	95
		People here are treated fairly regardless of their gender.	92	94
		If I am unfairly treated, I believe I'll be given a fair hearing if I appeal.	98	86
		People here are treated fairly regardless of their sexual orientation.	96	95
		Average	**92**	**86**

		Trust Index© Feedback		Score	
Dimension	**Sub-Dimension**	**Trust Index© Statement**	**Your Organiz-ation**	**India All Companies Study 2023 (Under 100 employees)**
Pride	Personal Job	I feel I make a difference here.	94	87
		My work has special meaning: this is not 'just a job'.	94	88
	Team	When I look at what we accomplish, I feel a sense of pride.	92	91
		People here are willing to put in extra effort to get the job done.	98	90
		People here quickly adapt to changes needed for our organization's success.	96	88
	Corporate Image	I want to work here for a long time.	96	87
		I'm proud to tell others I work here.	96	92
		People look forward to coming to work here.	90	87
		I feel good about the ways we contribute to the society.	90	88
		I would strongly endorse my company to friends and family as a great place to work.	94	89
		Our customers would rate the service we deliver as "excellent".	96	92
		Average	**94**	**89**

		Trust Index© Feedback		Score	
Dimension	**Sub-Dimension**	**Trust Index© Statement**	**Your Organiz-ation**	**India All Companies Study 2023 (Under 100 employees)**
Camaraderie	Intimacy	I can be myself around here.	94	88
		People celebrate special events around here.	96	89
		People care about each other here.	94	90
	Hospitality	This is a fun place to work.	92	86
		When you join the organization, you are made to feel welcome.	98	93
		When people change jobs or work units, they are made to feel right at home.	92	84
	Community	You can count on people to cooperate.	90	87
		Average	**94**	**88**

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

Statement Wise Feedback

Trust Index© Feedback	Score	
India Specific Statements	**Your Organiza-tion**	**India All Companies Study 2023 (Under 100 employees)**
Management does a good job of developing managers for leadership positions.	94	85
Management does a good job of attracting talent for key positions.	94	84
People here understand how their role contributes to the organization's goals.	98	88
There are opportunities here for my career growth.	96	87
Performance of employees here is fairly evaluated.	94	84

Trust Index© Feedback	Score	
Great Place to Work Statement	**Your Organiza-tion**	**India All Companies Study 2023 (Under 100 employees)**
Taking everything into account, I would say this is a great place to work.	98	91

Note: - Numbers may vary slightly due to methodology change, rounding off and confidential data.

Statement Wise Feedback - Distribution of Survey Responses

Note:
Positive Score: Percentage of survey respondents who responded that the statement is either "Almost always true" or "Often true".
Neutral Score: Percentage of survey respondents who responded that the statement is "Sometimes untrue -Sometimes true".
Negative Score: Percentage of survey respondents who responded that the statement is either "Almost always untrue" or "Often untrue".

Dimensi-on	Sub-Dimension	Trust Index© Statement	Positive	Neut-ral	Nega-tive
Credibility	**Communication**	Management keeps me informed about important issues and changes.	90	6	4
		Management makes its expectations clear.	96	2	2
		I can ask management any reasonable question and get a straight answer.	94	2	4
		Management is approachable, easy to talk with.	94	6	0
	Competence	Management is competent at running the business.	96	4	0
		Management hires people who fit in well here.	92	8	0
		Management does a good job of assigning and coordinating people.	96	4	0
		Management trusts people to do a good job without watching over their shoulders.	96	2	2
		People here are given a lot of responsibility.	88	12	0
		Management has a clear view of where the organization is going and how to get there.	94	2	4
	Integrity	Management delivers on its promises.	90	8	2
		Management's actions match its words.	96	4	0
		I believe management would lay people off only as a last resort.	86	12	2
		Management is honest and ethical in its business practices.	100	0	0
		Our executives fully embody the best characteristics of our company.	96	4	0
		Average	**94**	**5**	**1**

Trust Index© Feedback — **Score Breakdown**

Dimension	Sub-Dimension	Trust Index© Statement	Positive	Neut-ral	Nega-tive
Respect	**Support**	I am offered training or development to further myself professionally.	96	2	2
		I am given the resources and equipment to do my job.	96	4	0
		Management shows appreciation for good work and extra effort.	94	6	0
		Management recognizes honest mistakes as part of doing business.	96	2	2
		We celebrate people who try new and better ways of doing things, regardless of the outcome.	98	2	0
	Collaboration	Management genuinely seeks and responds to suggestions and ideas.	88	8	4
		Management involves people in decisions that affect their jobs or work environment.	74	12	14
	Caring	This is a physically safe place to work.	100	0	0
		This is a psychologically and emotionally healthy place to work.	96	4	0
		Our facilities contribute to a good working environment.	94	6	0
		People are encouraged to balance their work life and their personal life.	88	10	2
		Management shows a sincere interest in me as a person, not just an employee.	92	8	0
		We have special and unique benefits here.	78	14	8
		I am able to take time off from work when I think it's necessary.	98	0	2
		Average	**92**	**6**	**2**

Statement Wise Feedback - Distribution of Survey Responses

Dimension	Sub-Dimension	Trust Index© Statement	Positive	Neutral	Negative
Fairness	Equity	People here are paid fairly for the work they do.	88	10	2
		I feel I receive a fair share of the profits made by this organization.	78	14	8
		Everyone has an opportunity to get special recognition.	92	8	0
		I am treated as a full member here regardless of my position.	96	4	0
	Impartiality	Promotions go to those who best deserve them.	98	2	0
		Managers avoid playing favourites.	78	16	6
		People avoid politicking and backstabbing as ways to get things done.	90	6	4
	Justice	People here are treated fairly regardless of their age.	96	2	2
		People here are treated fairly regardless of their race or caste.	98	0	2
		People here are treated fairly regardless of their gender.	92	6	2
		If I am unfairly treated, I believe I'll be given a fair hearing if I appeal.	98	2	0
		People here are treated fairly regardless of their sexual orientation.	96	0	4
		Average	92	6	3

Dimension	Sub-Dimension	Trust Index© Statement	Positive	Neutral	Negative
Pride	Personal Job	I feel I make a difference here.	94	6	0
		My work has special meaning: this is not 'just a job'.	94	4	2
	Team	When I look at what we accomplish, I feel a sense of pride.	92	8	0
		People here are willing to put in extra effort to get the job done.	98	0	2
		People here quickly adapt to changes needed for our organization's success.	96	4	0
	Corporate Image	I want to work here for a long time.	96	4	0
		I'm proud to tell others I work here.	96	4	0
		People look forward to coming to work here.	90	10	0
		I feel good about the ways we contribute to the society.	90	8	2
		I would strongly endorse my company to friends and family as a great place to work.	94	6	0
		Our customers would rate the service we deliver as "excellent".	96	4	0
		Average	94	5	1

Dimension	Sub-Dimension	Trust Index© Statement	Positive	Neutral	Negative
Camaraderie	Intimacy	I can be myself around here.	94	4	2
		People celebrate special events around here.	96	4	0
		People care about each other here.	94	6	0
	Hospitality	This is a fun place to work.	92	6	2
		When you join the organization, you are made to feel welcome.	98	2	0
		When people change jobs or work units, they are made to feel right at home.	92	8	0
	Community	You can count on people to cooperate.	90	10	0
		Average	94	6	1

Statement Wise Feedback - Distribution of Survey Responses

Trust Index© Feedback	Score Breakdown		
India Specific Statements	**Positive**	**Neutral**	**Negative**
Management does a good job of developing managers for leadership positions.	94	2	4
Management does a good job of attracting talent for key positions.	94	4	2
People here understand how their role contributes to the organization's goals.	98	2	-
There are opportunities here for my career growth.	96	4	-
Performance of employees here is fairly evaluated.	94	6	-

Trust Index© Feedback	Score Breakdown		
Great Place to Work Statement	**Positive**	**Neutral**	**Negative**
Taking everything into account, I would say this is a great place to work.	98	2	0

Areas of Relative Strength & Improvement

Areas of Relative Strength & Improvement

Note: This benchmark consists of average of all the scores of companies which are categorized under under 100

Based on comparison between the organization's scores and those of India All Companies Study 2023 (Under 100 Employees) the following are the areas of strength & improvement.

Statement Wise Analysis

Top Three Areas of Strength:

Trust Index© Statement	Your Organization	India All Companies Study 2023 (Under 100 employees)	Difference
Promotions go to those who best deserve them.	98	83	15
If I am unfairly treated, I believe I'll be given a fair hearing if I appeal.	98	86	12
I am offered training or development to further myself professionally.	96	84	12

Top Three Areas of Improvement:

Trust Index© Statement	Your Organization	India All Companies Study 2023 (Under 100 employees)	Difference
Management involves people in decisions that affect their jobs or work environment.	74	81	-7
People here are treated fairly regardless of their gender.	92	94	-2
Management genuinely seeks and responds to suggestions and ideas.	88	88	0

Demographic Wise Analysis

Top Three demographic groups with high scores:

Demographics	Your Organization
Employees belonging to Below Supervisory	96
Employees belonging to Upto 6 months	95
Employees belonging to Male	94

Top Three demographic groups with low scores:

Demographics	Your Organization
Employees belonging to 45 years to 54 years	88
Employees belonging to Female	90
Employees belonging to More than 2 years upto 5 years	90

Guidelines for Reading the Score Sheet

Guidelines for Reading the Score Sheet

This report is provided along with a separate score sheet depicting organization results. Great Place to Work® Institute's Trust Index© survey statements are presented in the far left column according to the five dimensions of the Great Place to Work® Model©: Credibility, Respect, Fairness, Pride and Camaraderie. These dimensions are followed by one overarching statement, "Taking everything into account, I would say this is a great place to work."

Response Patterns
Employees were instructed to respond to each statement using a 1-5 scale. The positive responses to the affirmative survey statements, indicating either a 4 ("often true") or a 5 ("almost always true"), are counted as a percentage of the total number of responses received for that statement. Blanks are not included in calculating the response percentage. For example, for the statement, "Taking everything into account, I would say this is a Great Place to Work", if the score were as follows:

Response Option	Organization Responses
0 (Blank)	1
1 (Almost always untrue)	0
2 (Often untrue)	0
3 (Sometimes untrue / true)	1
4 (Often true)	8
5 (Almost always true)	42
Organization	
Total Responses	51
Total 4 and 5 (or True)	50
Percentage of True Responses	98

The percentage of "true" responses is presented on the score sheet for each statement and demographic segmentation. Green shading indicates positive responses by 80% or more respondents. Orange shading indicates positive responses by 59% or fewer respondents."

Data Presentation
Responses sorted by demographic categories are presented in separate columns on the score sheet.

Qualitative Employee Comments

Qualitative Employee Comments

Please note that the employee comments have been provided verbatim and have not been edited for spellings and grammar.
We received 52 responses from your employees to the Great Place to Work® Institute's Trust Index© Survey. Of those who responded, 39 respondents also shared written comments to the open ended question: Is there anything unique or unusual about this organization that makes it a great place to work? Please give specific examples. 31 people also gave us written comments to the open ended question: If you could change one thing about this company to make it a better place to work, what would it be?

Qualitative Employee Comments Data: Part 1

Question : Is there anything unique or unusual about this organization that makes it a great place to work? Please give specific examples.

Employee Comments :

- Friendly environment , supportive management .
- you can communicate and consult with the senior employee for our work.which is very beneficial for an new joinee,in which gives as confidence to work on.
- We get great deal of flexibility here. There is no micromanagement here.
- Management is doing its best to mantain a great work culture among the institution.
- I don't have a feedback.
- I'm a fresher recently joined. This company is totally different from my ideas and imagination of companies. Here people are so friendly, easily connect and interact. And they don't feel any pressure or stress when they are doing their job.
- Organization provides great work life balance. No pressure is throw on the employee.
- Giving opportunity to learn new skills. Provides yearly bonus most of the time. Listening and accepting employees valuable ideas. Clean work place.
- The organization offers a truly flexible approach to work, allowing employees to create their own schedules and choose where they work from home. For instance, they might have the option to work from home, a co-working space, or even a coffee shop. This level of trust empowers employees to find the environment where they are most productive.
- Great place to work!
- Nice
- The organization allows flexible working hours and remote work option to the employees for maintaining a work-life balance. Also they support the employees to learn new technologies that will help the growth of the company and professional growth of the employee.
- The Manager and other superior's are open to talk and discuss the concerns are there. And we are open to share the issues with an open heart, except the HR Manager.
- Freedom to speak, Flexibility in work timings, No hierarchy model, Management people and HR are down to earth and listen
- Nothing. It's just a great place to work. I've really enjoyed working at Tychons.
- This company is helping employee in office and personal life also because I am affecting one of the time, so they can help personally, other companies didn't do that.
- When we feel any discomfort or difficulty in progressing your role, we can transparently communicate to our management in ease.The response from the management will be convincing enough to provide a solution for our problem.
- Well organized organization. Very friendly environment with good work culture. Good recognition. Management is always ready to help, encourage and support. Standard and engaging employees. Good place to explore and learn new things.
- Easy to interact with seniors.
- All employees are encouraged to give their valuable input whenever needed. Every one here in the organization are given respect evenly. The organization is very transparent and gives liberty to every one to open up the communication. The organization rewards and celebrate successes with everyone. Most of the employees think twice before leaving the company and there are few occasions where ex-employees rejoined again from MNC.
- Leadership here is excellent. They listen to each and very employees feedback and suggestions in every way. Perfect work life balance and the management is flexible. Employee benefits can be much better.
- The relationship between leaders and employees is based on mutual respect, trust and support
- The organiization is a great place to work. it provide all the facilities to their employee.
- Its great place to work, because people are very friendly here, always ready to help others in whatever way they can
- Yeah! Here they treat you all like a family and be involved with you not just as an employee. I like about that very much. They often make some kind of entertainment to feel everyone connected.
- Learning into new technology will the organization provide the benefit to buy new course for learning. Manager and management are friendly with everyone. If we have any doubt we get clarified with our leads
- Especially, Organization working on ecommerce domain. For freshers, they can learn so much from scratch level and gain knowledge on experience members.
- We can contact seniors at any time regarding doubts at work.
- NA
- Very friendly environment to work. Managers, directors and management team is highly supportive both officially and personally. We all have a strong bond with each other in our work environment.
- Management tries to follow good ethics and I don't see any corporate politics in this company, which makes tychons a better place to work.
- Yes, there is no place for politics, only hard working & result oriented people's are appreciated here Management and other members worked together as a organisation I have mostly found in other organisation that always management and other people are opposite to each other.
- The unique thing about this organization is its leadership. We have a great leadership and also, we can connect with them whenever we want and are easily accessible.
- people here are treated good and more as a person. Management is ready to lend their hand to stabilize emotional bond with employees
- Our voice counts - This is something every employee would like to experience. Irrespective of the designation / role / experience, our thoughts and ideas are fairly valued and heard. Which makes this org a great places for us to work. Thank you Tychons.

Qualitative Employee Comments

- Yeah, here you will be treated equally regardless your position, whether you are scenior or junior, you'll recieve same respect. And you can things sorted out right away if you have any concerns.
- Need to provide like gitfs ,lunch and evening time snacks. Even some outing occasionally.
- Comparing to other organisations, People are not getting paid for the extra hours or weekend work.
- Employees who work here will definitely get a good recognition for the work they do. Management gives an opportunity to the young talents providing the roles and responsibilities of the leadership which helps to groom themselves the best.

Qualitative Employee Comments

Qualitative Employee Comments Data: Part 2

Question : If you could change one thing about this company to make it a better place to work, what would it be?

Employee Comments :

- It will be good if food facility available for employees
- I don't have any suggestions.
- There is no such point. Company takes good care of employees and make sure they feel at home.
- Appraisal can be much better for the management trainees
- I don't have a feedback because all are good.
- I'll give my best and participate in the company's journey and its achievements.
- Nothing
- Improving the health insurance policy.
- Implement a comprehensive remote work policy that balances flexibility with clear communication and expectations. This would ensure that employees can work remotely when needed, promoting work-life balance, access to a broader talent pool, and increased job satisfaction. The policy should outline guidelines for remote work arrangements, address potential challenges, establish communication protocols, and provide necessary tools and resources. This change would cater to evolving work preferences and create a more adaptable and employee-centric work environment.
- Cafeteria
- Providing generous maternity leave policies supports work-life balance for new parents and demonstrate the company's commitments to support employees during significant life events.
- I would suggest the HR Manger to have good attitude and not to show any vengence among the Employees and Co-workers. And not to show partiality in office among employees also with the Freshers.
- More innovative ways, challenging initiatives
- Nothing that I can think of.
- Nill
- Time management can be improved.
- Nothing specific.
- Infrastructure and travel benefits as many are travelling from long distances
- Create the healthy competition between employers and employees. To make their duties effective.
- i am new joinee in this organization as i know about the organization everything is good here as of now i don't see any thing to change.
- Need bring more project to work and improve the QA resource in Automation and API testing
- Now we are in a tiny building and have sufficient amount of members. if i could change one thing, i'll make this company move to a huge building and make the family even bigger as it will be more challenging to compete with more members and it will be fun to be in an environment with lots of people obviously.
- NA
- Company expansion and abroad (on-site) opportunities.
- I will encourage people to work in groups of 2 so that they both each other their task and work Every month one can take extra leave for their mental peace
- One thing which I would love to change is a frequent meet ups should happen so that we as a team can know each other better and meet them in person frequently.
- better package and insurance policies.
- More of employee motivation and performance rewards (quarterly) to help the employees focus more on their growth and stay committed towards their work.
- Provide food or snacks that gives energy to refresh
- 1. It would be better if the salary gets credited at end of the current month instead of 5th of following month. 2. Extra allowances, It would be good for the employees and it is a kind of encouragement to them.
- Tychons is the best place to work. Management may have to start advertising who Tychons is, what are we capable of & participating in corporate events (events include parties, contests, sports & games, Special activities). People before joining Tychons would never know how good this place is to work for, so if we start advertising, we can surely have a lot of people joining us. I would also request management to give on-site opportunities to the people for the live experience and exposure. It would be great if management arranges for a regular meetup like team lunch & parties.

Next Steps

A Sustainable Advantage for Business Success

Great Place to Work® is the global authority on building, sustaining and recognizing High-Trust, High-Performance Culture™ at workplaces. We have crafted our perspective by learning from great leaders, surveying millions of employees, and examining thousands of the best workplaces around the globe.

We help organizations quantify their culture and produce better business results by creating a high-trust work experience for all employees.

How to become one of The Best?

Based on insights from over 30 years of experience of studying best workplaces across the globe, **we have evolved our methodology to identify and recognize companies that have successfully created great workplaces FOR ALL.** The new model of a Great Place To Work FOR ALL™ builds on the Trust Model by ensuring that everyone irrespective of their job role, tenure, age or gender at the Best Workplaces is having a consistently positive experience.

Great workplaces FOR ALL are able to **maximize their human potential** through **effective leaders, meaningful values,** and a **deep foundation of trust with all employees,** regardless of who they are or what they do for the organization. Companies that have succeeded in creating great workplaces FOR ALL benefit from improved innovation and sustained financial growth.

Our goal is to help you bring the fundamentals of a high-performance workplace to life. We understand the underlying behaviors and principles that lead to credibility, mutual respect between managers and employees, and fairness in all practices and policies.

It's simple. It's trust.

We will help you measurably improve levels of trust, dramatically improve turnover rates, reduce shrinkage, improve safety, increase customer satisfaction and improve your bottom line. Whatever your key Performance indicator- underlying it's employees trust & workplace culture.

Our practice helps you

- Increase levels of trust across the organization and within workgroup, divisions, locations, job roles and demographics

- Improve the impact of workplace practices, polices and general initiatives

- Drive manager's accountability for trust levels in their own departments

- Support leaders and managers' growth, development,and ability to foster trust and improve performance

- Create a better workplace with employee surveys, benchmarking, expert guidance and detailed action plans

Our Values

We are committed to building upon your own capabilities for creating and sustaining a great Workplace. We respect your culture, your mission, and your history.

Your company can be a greatworkplace, and you have the power to make it happen.

Join Us and Create Yours

What services are right for you?

Assess & Measure | **Develop & Change** | **Learn & Share**

Do your employees think your company is a great workplace?

MEASURE	Trust Index® Employee Survey
EVALUATE	Trust Audit Focus Group
LEARN	Conferences, White Papers, Books, Webinars
RECOMMEND	Great Workplace Action Planning

Do your policies and practices help to create a great workplace?

SHARE	Conferences, White Papers, Books, Webinars
ASSESS	Workplace Culture® Audit Assessment
RECOMMEND	Great Workplace Action Planning

How effectively do your managers create a great workplace culture?

UNDERSTAND	Great Place to Work® Introductory Workshop
TRANSFORM	Journey! Leadership Development
REVIEW	360° Trust Appraisal

Is your company recognized as a great workplace?

| APPLY | Best Companies List Application |
| CELEBRATE | Award Ceremonies |

Assess & Measure

Great Place to Work® Trust Index©

Workplace Culture Audit© Assessment

Great Place to Work® Best Companies Lists

Trust Audit© Focus Groups

360° Trust Appraisal©

Internal Customer Perception Index

Develop & Change

Great Workplace Action Planning

➡ Great Place to Work® Introductory Presentation

➡ Trust Index© Action Workshop

➡ People Practices Workshop

Journey! Leadership Development Series

➡ Giftwork® Training for People Managers

➡ The Journey Intervention

Learn & Share

Conferences, Award Ceremonies

Books, White Papers & Webinars

Annexures :- Details of Products and Services

Great Place to Work® Trust Index©Employee Survey

The Trust Index© Employee Survey is the world's most comprehensive tool to assess and rate workplace culture from the perspective of those who work in those organizations. It is used by nearly 6,000 organizations around the world and more than 2 million employees take the Survey every year.
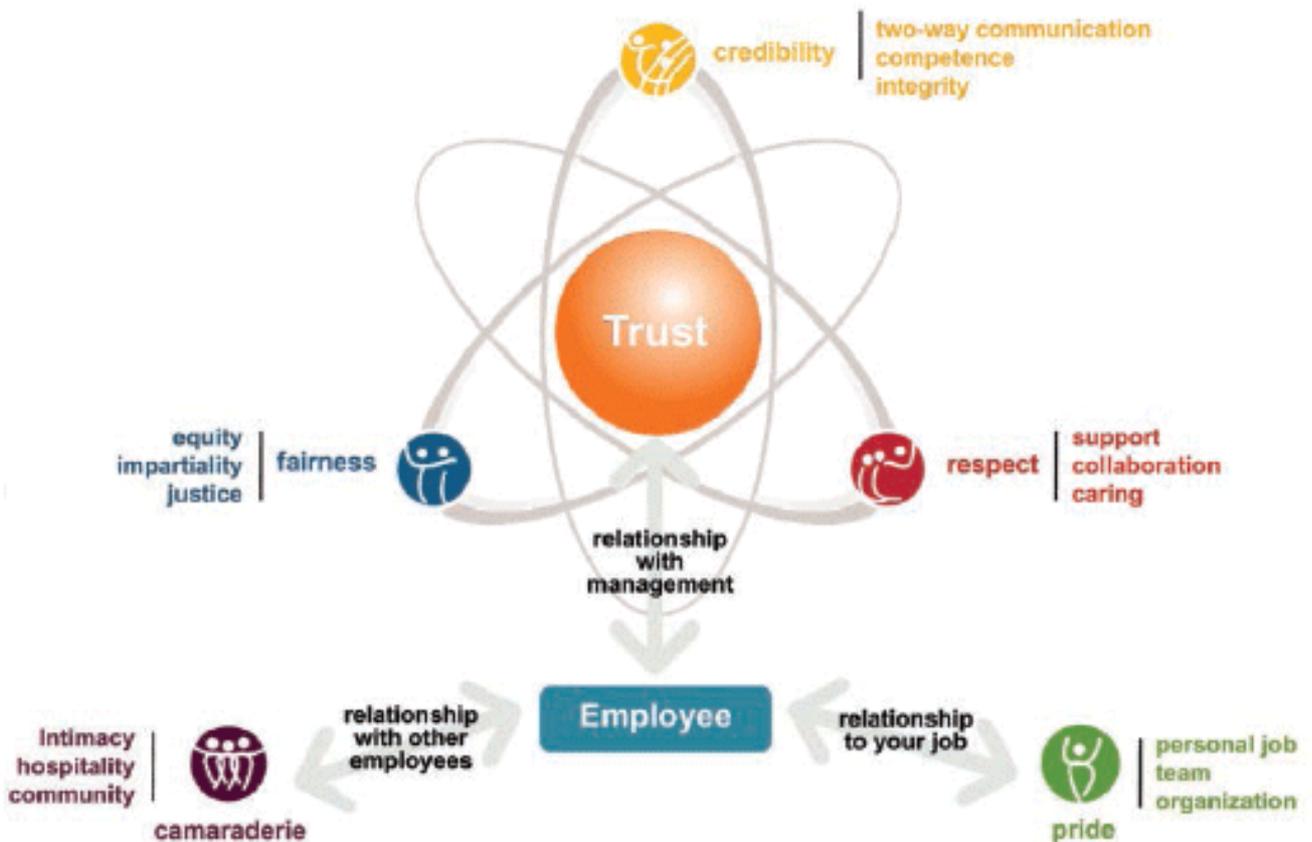
The tool is used to measure engagement by assessing opinions, attitudes and perceptions, analyze the level of trust between management and employees, assess the level of pride in the work that employees do and rate the amount of camaraderie among colleagues. The Trust Index© Survey gives unparalleled 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 profile and work status and are compared with industry benchmarks, national & global.

Workplace Culture Audit© Assessment

The Great Place to Work© Workplace Culture Audit analyzes the policies, practices, programs and day-to-day management behaviours that underpin a workplace culture. The Audit benefits organizational leaders, managers and human resources departments. This is a tool that can be used as a lens to assess the impact and efficacy of the people practices of your organization, around the key areas that contribute to creating a great workplace where employees trust the management, take pride in their jobs and enjoy the company of the people they work with. It helps you in evaluating the effectiveness of programs, policies and practices that foster credibility within workgroups and promote a culture based on trust. Culture Audit© involves a management questionnaire that encompasses areas such as Inspiring, Speaking, Listening, Thanking, Developing, Caring, Hiring, Celebrating and Sharing and enables a comprehensive assessment of workplace culture. It can be used in combination with the Trust Index© for a more comprehensive evaluation of your organization's workplace practices.

Assess & Measure

Great Place to Work® Best Companies Lists

The Best Companies Lists of Great Place to Work® Institute is considered the gold standard for defining great workplaces. Great Place to Work® conducts research and recognizes leading workplaces in more than 45 countries across six continents. The findings of the annual research are published by prestigious national.
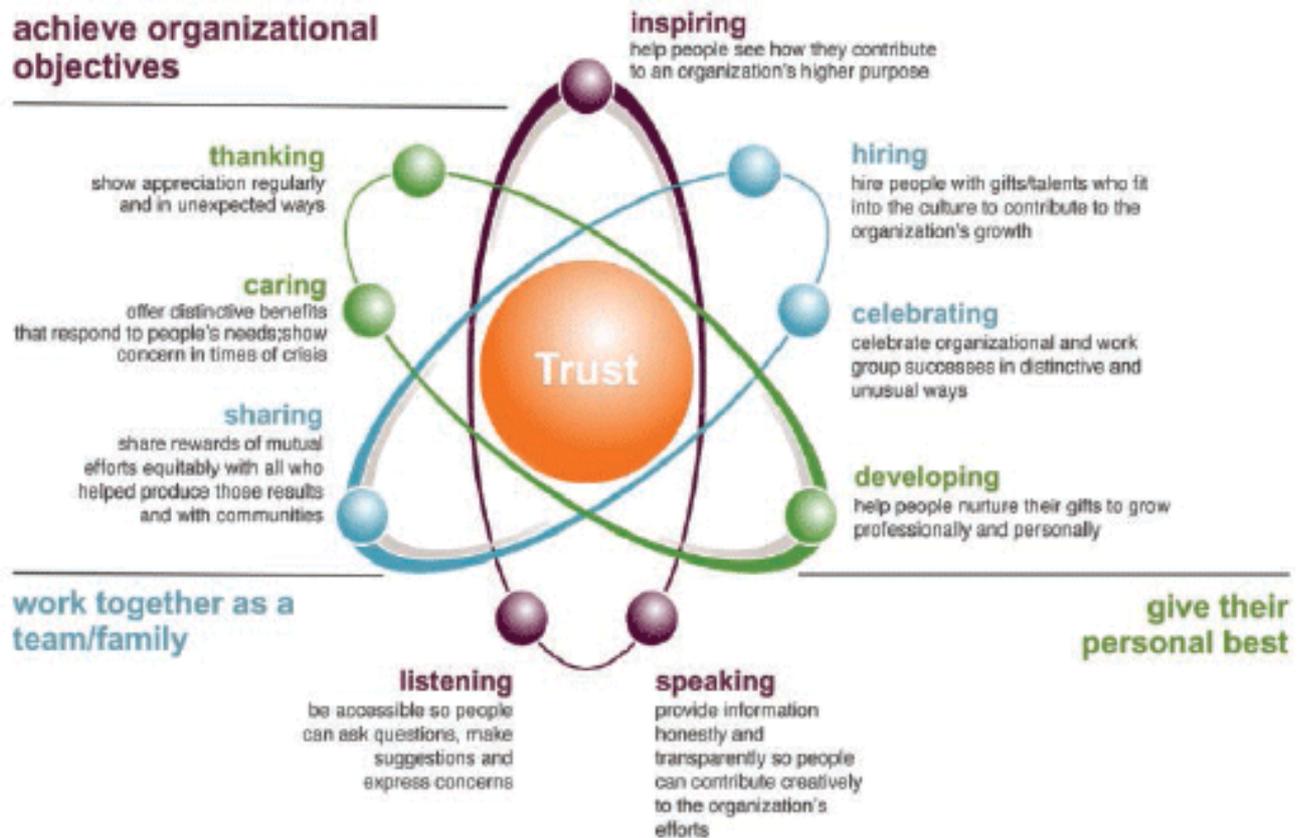
media partners like Fortune & Time in the US, Financial Times in EU & The Economic Times in India, representing the most definitive employer-of-choice and workplace quality recognition that an organization can receive. Appearing on an annual Best Companies list supports a company's employer branding efforts.

Great Place to Work®' Institute's 'India's Best Companies to Work For' is the largest public study in India, in the space of recognizing Best Workplaces & Best Employers. Great Place to Work® Institute assesses companies based on two assessment tools: The Trust Index© Employee Survey and the Culture Audit© People Practices Assessment Tool.

In addition to this gold-standard recognition and publicity, our Best Companies Study platform provides access to insightful reports, the latest Industry benchmarking data and best people practices and knowledge sharing

Assess & Measure

Trust Audit© Focus Groups

Great Place to Work® Trust Audit© Focus Groups provide targeted intelligence on how your organization can improve its workplace culture, yielding stronger business results. The Trust Audit© Focus Groups can be combined with the Trust Index© to enhance the value of employee survey results, or use a Trust Audit© Focus Group as a primary assessment tool.

This tool can be used to learn how employees perceive and experience the workplace, analyze detailed data on workplace interactions and experiences & segment analysis of the effect of workplace culture policies, practices and procedures by workgroup or other demographics. The Focus Groups are designed and moderated by consultants from Great Place to Work® and participant members within a focus group do not have reporting relationships.

360° Trust Appraisal© & Coaching

The Great Place to Work® 360° Trust Appraisal© evaluates the attitudes and behaviours of individual managers, including senior leaders, frontline supervisors and department managers.

Great Place to Work® designs as well as administers 360 degree Trust Appraisal© surveys. This offers individual managers specific feedback about how they are perceived by their managers, colleagues, as well as direct reports. The institute in India can also conduct customized 360 degree feedback evaluation as per client organizations' need or use its own proprietary 360 degree Trust Appraisal© instrument. The online administration process provides for a seamless user experience and generates individual as well as organizational reports to help managers & leaders plan their development actions. The 360 degree survey process is followed by an option of 'one to one' or 'one to many' feedback & coaching sessions.

Internal Customer Perception Index

Internal Customer Perception Index enables support functions to seek structured feedback from their internal customers. It is a customized survey that will help your organization to discover employee perception on key aspects of services provided by enabling functions like Finance, Human Resource, Information Technology and Administration. It seeks employees' feedback on existing internal processes & systems as well as the level of service quality and service orientation; leads to action plans for enhanced service quality.

Great Workplace Action Planning

Great Place to Work® Action Planning provides the framework, recommendations, and best practices that help leaders create realistic, achievable plans to improve workplace culture.

Trust Index© Action Workshop

Trust Index© Action Workshops are on-site learning events designed and facilitated by the Institute's experienced consultants, to delve deeper into your Trust Index© results and understand the key strengths and critical show-stoppers within your organization. The Trust Index© Action Workshops are available in one day and two day modules. Aimed at the leadership team, apart from collectively arriving at concrete action plans by utilizing the employees' perspective from the Trust Index© survey, these workshops also create a common understanding of a great workplace among the participants.

The Trust Index© Action Workshops can help in creating a plan that has the greatest impact on selected focus areas, review Best People Practices and apply lessons from Best Companies in your area, discuss and align culture improvements to reach individual workgroups or the whole organization and leverage existing strengths in the organization to propel change.

People Practices Workshop

The People Practices Workshop of Great Place to Work® is an inspiring and productive mode of learning, emerging out of an action planning session on the key people practice areas in your organization. This workshop enables the organization and its people managers to look at the current people practices and evaluate their impact on employees' workplace experience in the context of best people practices of the best workplaces. It also helps in understanding the cardinal principles of designing efficacious people practices & prioritizing people practice areas in your organization that need to be strengthened for highest impact.

GREAT PLACE TO WORK® INTRODUCTORY PRESENTATION

Based on more than 25 years of research into the culture of the world's best companies, this foundational workshop includes presentations of core Great Place To Work® concepts.
The presentation covers:

• Business Benefits of Creating & Sustaining a Great Workplace

• Great Place To Work® Trust Index© Model© (the definition of a great workplace from the employee viewpoint)

• Great Place To Work® People Practice Framework© (the nine practice areas that impact employee experience)

• People Managers' Role in Creating & Sustaining High Performance Great Workplace Culture

• Key Drivers & Differentiators of Great Workplaces (based on research covering over 500 organizations by Great Place To Work® Institute in India)

• Roadmap for Creating & Sustaining a Great Workplace

Journey! Leadership Development Series

For more than 25 years, we've studied great workplaces around the world, and we know what works. The secret to motivated employees is a culture of trust. Our workshops in this series use real-life examples and best practices to give managers the tools they need to transform their work groups and build the culture that leads to business success. The Journey! Leadership Development Series enable managers to assume responsibility for making change, develop managerial skills to create trust-based, high-performing teams, increase the rate of successful implementation of programs, policies, and practices by teaching managers how to successfully present them to employees and reduce the risk of low morale and low productivity by giving managers the tools to lead, inspire and motivate.

The Journey! Leadership Development Workshop Series includes the Giftwork® Training for People Managers and the Journey Intervention.

Giftwork® Training For People Managers

This is a two day capability building workshop aimed at people managers in your organization, which equips them with tools and techniques around 9 key action areas that contribute to creating a great workplace. It also equips managers to transform their workgroups, into a great workplace, thus maximizing the performance of their teams which in turn results in generating and sustaining a culture where employees would cooperate, innovate, and give their personal best. The key objectives of the training are to enable the people managers to address opportunities to strengthen team performance, implement practices based on principles of great workplaces and create a culture that encourages employees to go above and beyond.

This workshop can also be conducted for the senior leaders in your organization. The key objectives of the workshop in such cases are to articulate the special role of leaders in creating a winning culture, identify obstacles that keep managers from creating a thriving workplace and develop the tools to coach direct reports on strategies and tactics.

The Journey Intervention

The Journey Intervention is built around the Giftwork® Training for People Managers. It ensures application of the action plans created during the workshop for the Giftwork® Training and encourages behaviour change in people managers after the workshop. The intervention includes a senior leadership orientation session, pre and post workshop assessments to measure the extent of behaviour change and other reinforcement initiatives such as a follow-up webinar for the participants after 6 weeks of the workshop, review sessions with participants' managers to track action plans and structured recognition programmes.

Conferences & Awards Ceremonies

These are platforms that attempt to build great workplaces by sharing ideas and best practices. Wherever you are on your journey to becoming a great workplace, we invite you to partner us and Create Yours. You'll find a myriad of ways to share ideas and experience with and through Great Place to Work®.

Our conferences under the banner of 'Best Workplaces Conference Series' promote the philosophy of building great workplaces by learning from the 'Best'. They provide an excellent platform where organizations can directly interact with and learn from the Best Workplaces.

Our awards ceremonies recognize great workplaces and celebrate company and employee successes. They are a fantastic opportunity for employers to promote their brand for potential employees. Our global awards ceremony, held in a different location each year, recognizes outstanding multi-national workplaces that have appeared on at least five national lists.

Books, White-papers & Webinars

Our books, from renowned workplace culture authors including Great Place to Work® co-founders Robert Levering and Amy Lyman and Great Workplace authors.

Michael Burchell and Jennifer Robin,lay out the models that underpin our Best Companies lists, consulting projects and training.

Our white papers and Webinars provide real-world case studies of organizations that have done path-breaking work in specific areas related to workplace culture and reinforce our mission —to create a better world by helping companies become great workplaces.

Contact us to learn how Great Place to Work® can help your workplace go from good to great and achieve higher levels of performance. www.greatplacetowork.in

Building a better society by helping companies to transform their workplaces

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