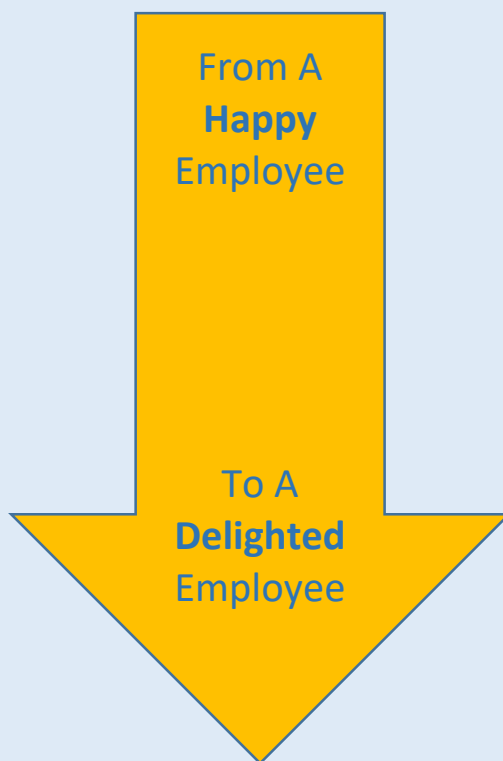




Prepared by: Team-HRD

---

# EMPLOYEE SATISFACTION SURVEY REPORT 2023

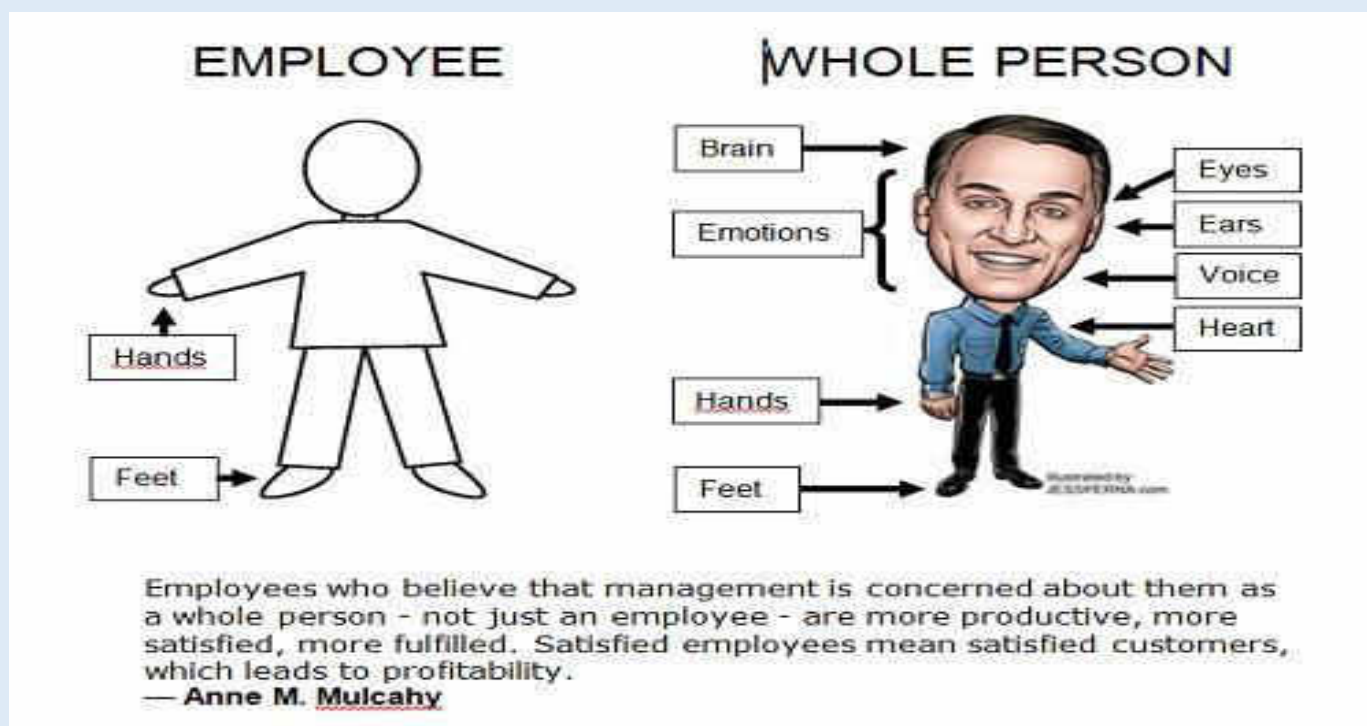


## Fostering Employee Satisfaction-

Employee Satisfaction relates to a strong sense of connection with the organization and passion for one's job. There is no doubt that job satisfaction is a standout amongst all the frames of mind.

50% of the candidates say they wouldn't work for a company with a bad reputation-even for a pay increase & 92% would consider leaving their current jobs if offered another role with a company that had an excellent corporate reputation.

- (*Betterteam Blog 2017 & Corporate Responsibility Magazine, September 2015*)



Bearing this driving factor in mind, an employee satisfaction survey had been conducted in QUALIGENS by Team-HRD. The survey was conducted during the last week of Sept'2023. The fundamental purpose of the survey was to understand and bolster all the motivating factors which drove the employees at QUALIGENS to work diligently and to take a shot at all those elements which made them feel dissatisfied and demotivated.



Dear Management, QuaLadies & QualiGents

We are pleased to release our first ever report on “Employee satisfaction survey”. We are thankful to all employees to participate and to share your views without any fear or favour. Trust us, the individual views will remain confidential and this report will only guide us through the pool of views and not an individual one. There are certainly some area where we have delighted with the responded views and some area which are really a matter of concern.

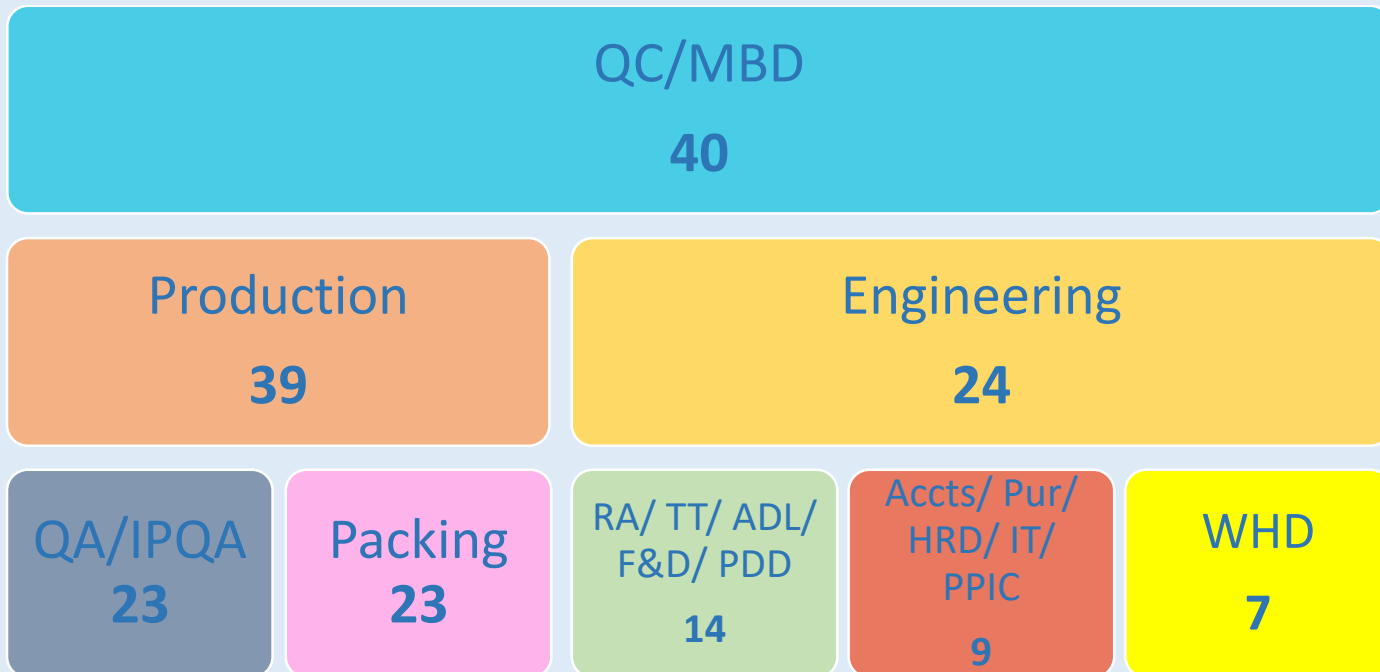
The survey was conducted in all the departments and at all levels, where the employees were not only approached to fill the responses anonymously but were also asked to provide suggestions and feedback to incline QUALIGENS’s policy towards the welfare of all its and how to make the employees happier and delighted. The response is truly overwhelmed. The main object to have this survey is to know what opinion our employees have on various areas, where they **strongly agree (Delighted)**, where they **agree (Happy)**, where they **don’t agree (Unhappy)** and where they **strongly don’t agree (Disappointed)**

We originally chose 55 set of questions on various areas, which finally narrow down to 35 question, divided into 7 categories ie





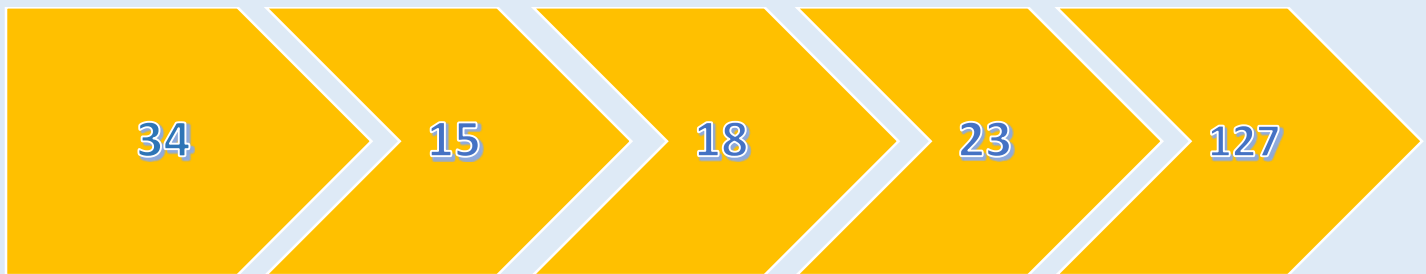
Out of 217 employees on roll we could get the survey done with 179 employees and so this report represents a pool data of 82% spread across all the departments namely.....



This report is not only about the satisfaction survey, but will also portray some statistical information on our employee strength, average age, longevity etc.

**LONG -TENURED EMPLOYEES:** Almost 31% of the employees are with QUALIGENS since more than 3 years. These employees are the core pillars of the organization who have shown their confidence in the management. They could assess the potential, seen the growth and are still committed to take this forward to much greater heights.





**JOB- LONGEVITY:** Job longevity refers to the length of time you remain in one job. We are so much proud of our 34 such employees who are with us for 5+ years as on 10-10-2023. Their commitment with QUALIGENS is really remarkable and they are truly an inspiration to the new joiners:

## Pradip Salunkhe, D. Gaikwad, Vijay Musale, Mahesh Gharat

Atul Maragaje, Arun Gharat, Anil Mundhe, Shekhar Khopkar, Sandeep Thorve, Mohan Thorve, Ramdas Tanpure, Nikesh Divade, Rajendra Utekar, C.C. Kawade

Anan Salunkhe, Rupesh Salunkhe, Sandesh Aait, Sanjay Yeram, Tukaram Chavhan, Vijay Mane, Pranay Kadu, Vaibhav Lakhimale

Vishnu Kawade, Sandeep Aait, Kalpesh Deshmukh, Rohit Bendre, Rohan Patil, Kalpesh Bhoir, Rajendra Amruskar, Milind Musale, Ganesh Deshmukh, Suraj Kapse, Rajendra Dorake



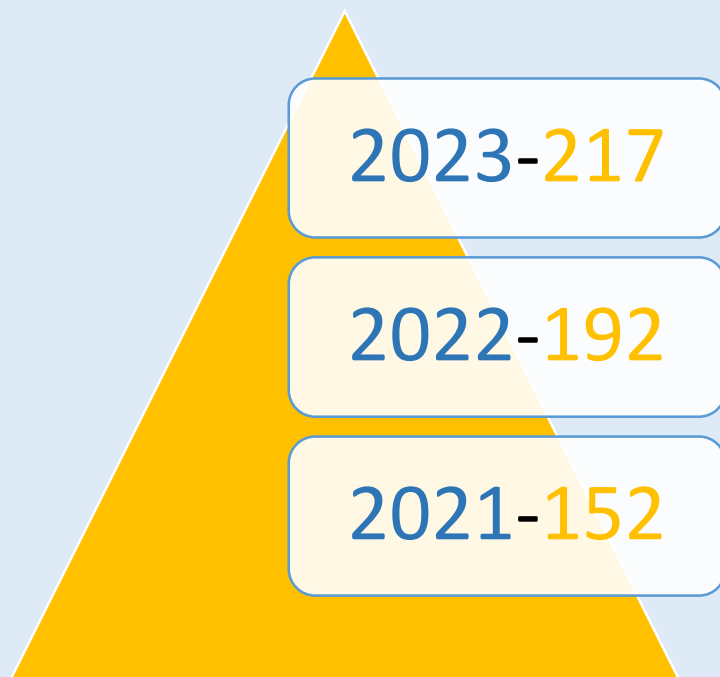
**AVERAGE JOB- LONGEVITY:** Data published in various articles including “**The Economics Times**” & “**Money Control**” revealed that average longevity (tenure) is now less than 2 years in India.

<https://www.moneycontrol.com/news/business/companies/job-tenure-18-months-is-the-new-long-term-at-the-workplace-8412601.html>: April 26, 2022

<https://economictimes.indiatimes.com/jobs/employees-at-the-highest-risk-of-quitting-in-first-year-of-tenure-finds-new-data/articleshow/94319958.cms?from=mdr>: Sept 20, 2022

We have someone who is with us for almost 10 years and we have someone who may be just a day old. We are proud to share that average longevity (tenure) of 217 employees with QUALIGENS is **2½ Years**.

## HEADCOUNT





**EXPERIENCE & YOUTH:** While age lends much-needed pragmatism and experience to an organization, youth helps introduce newer and experimental ideas and zeal for risk-taking. Each generation brings to the table their unique qualities and skills. A fine balance of these scales can reap immense benefits for an organization.

QUALIGENS is having a balanced blend of both the generations. We have perfect match of best experience of the industry and pool of young & dynamic talent. We have someone who is 60 years young and we also have who is just 21.

30 Years & above Young	Upto 30 years Young
<ul style="list-style-type: none"><li>• 107</li><li>• 49%</li></ul>	<ul style="list-style-type: none"><li>• 110</li><li>• 51%</li></ul>

Average age of an employees in QUALIGENS is **32 Years.**

**EXPERIENCE**



**YOUTH**







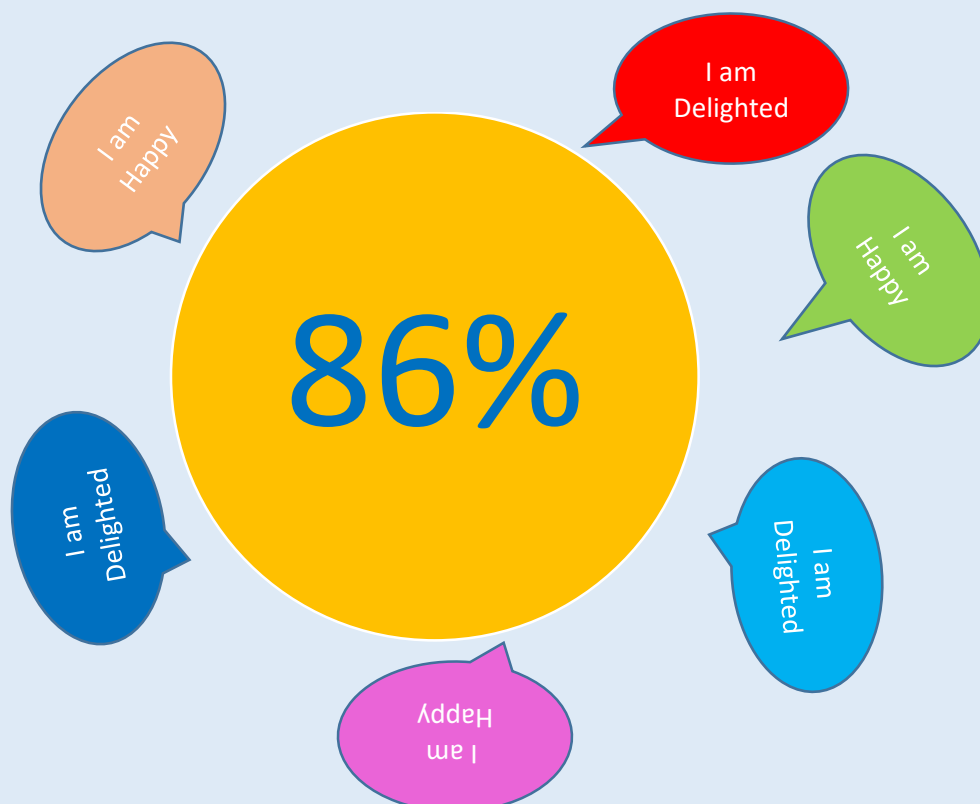
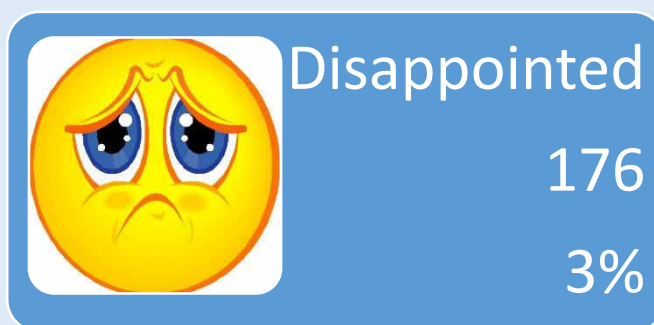
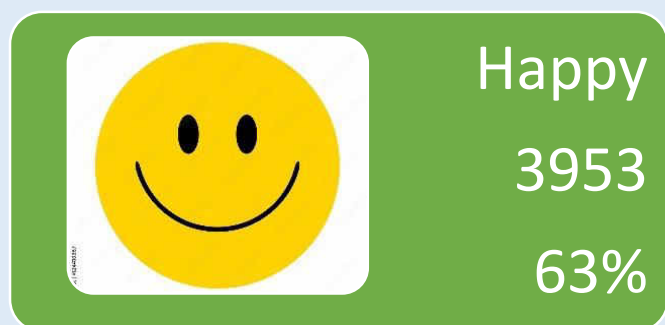
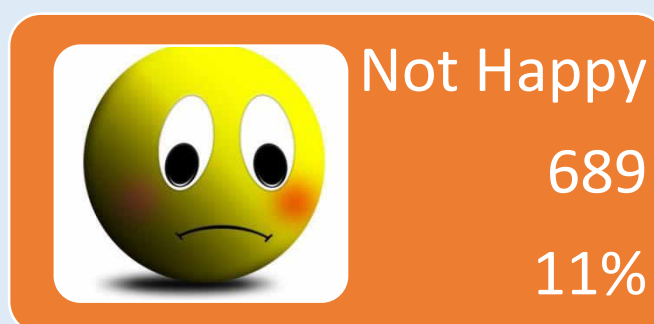
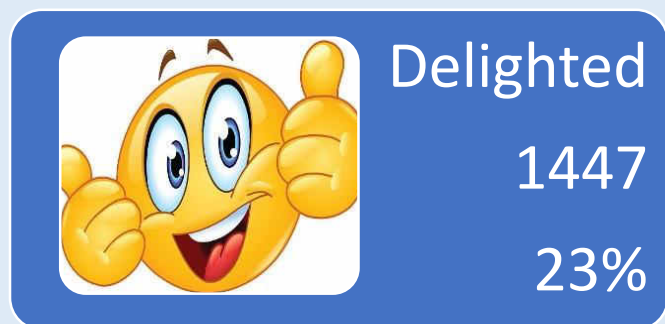
## THE SURVEY RESULTS

Break up of 179 votes to all 35 questions is summarized as:

Heads	Questions	Strongly Agree DELIGHTED	Agree HAPPY	Disagree NOT HAPPY	Strongly Disagree DISAPPOINTED	Total
Comfort of work	I feel my job in this company is secured	60	113	2	4	179
	I am satisfied with food quality provided	12	67	65	35	179
	I am satisfied with canteen cleanliness & hygiene	21	85	64	9	179
	I am satisfied with water taste and quality	20	76	59	24	179
	I am satisfied with wash room hygiene & odour	18	74	59	28	179
	I am satisfied with attire/gown cleanliness & hygiene	24	113	41	1	179
	I am comfortable while commuting to the plant	34	138	6	1	179
	I am comfortable with parking of my vehicle	34	98	37	10	179
	I am comfortable with my sitting arrangement	43	122	12	2	179
Company culture	I feel that the company is open to change	45	129	3	2	179
	When problems arise, the company handle them in a positive & constructive manner	46	129	3	1	179
	Cultural activities are really engaging, refreshing & motivating	75	88	8	8	179
Compensation and benefits	I am paid fairly for the work I do	25	130	22	2	179
	I think the organization has fair policies for promotion for all employees	23	112	36	8	179
	Me or other colleagues get rewarded for dedication and commitment to the work	43	123	12	1	179
	I am satisfied with the policies & employees benefits.	20	99	54	6	179
Manager relationship	There is a constant level of motivation from the supervisor and manager during crunch delivery period	41	123	13	2	179
	I never struggle to get information to make better decisions at work	44	121	10	4	179
	In case of difficulty, I always gets solutions from my supervisor/manager/HOD	59	110	9	1	179
	I always feel that my opinions are heard and valued by my superior.	60	110	6	3	179
	My seniors always encourage me to give my best efforts & to share ideas for improvements	71	102	5	1	179
	My manager treats all the team members equally	55	103	17	4	179
Professional growth	I am satisfied with the job-related training available to me	46	115	16	2	179
	I feel my work is meaningful and valued	67	104	7	1	179
	My daily tasks closely related to my professional skills	69	107	3	0	179
	I think that my future is bright in terms of growth, promotion & personal development	49	120	9	1	179
Team Work & communication	My co-workers are extremely helpful & supportive	60	115	4	0	179
	I believe that all cross functional teams are well aligned and focused on company's goal	35	130	13	1	179
	I strongly believe that discussions taken at top level go down with clarity and timely manner	33	126	17	3	179
	I feel free to communicate with top management	44	118	15	2	179
Work-life balance	I am maintaining a healthy balance between work and personal life	37	128	12	2	179
	My job does not cause an unreasonable amount of workplace stress for me	30	134	13	2	179
	I never get forced by my senior to do additional or double duty & late sitting work etc	46	107	21	5	179
	I feel I have been offered the support and flexibility necessary to thrive at work	29	143	7	0	179
	I find my workload as reasonable	29	141	9	0	179

### Synopsis

The survey of 179 employees on 35 different questions gave us final tally of 6265 votes (179 X 35). We are excited to announce that 86% employees of QUALIGENS are either happy or delighted.





## What makes you so happy & delighted...?

98%

- I feel that my co-workers are extremely helpful & supportive

97%

- I feel that my job is secured in QUALIGENS

97%

- I feel that QUALIGENS is open to change

96%

- I feel that I have been offered the support and flexibility necessary to thrive at work

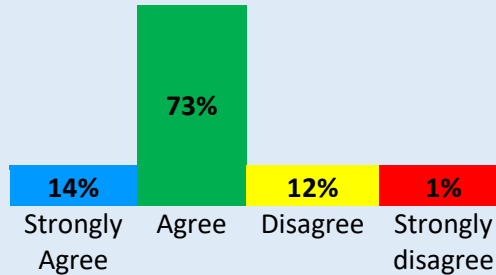
96%

- I feel that my work is meaningful and valued

95%

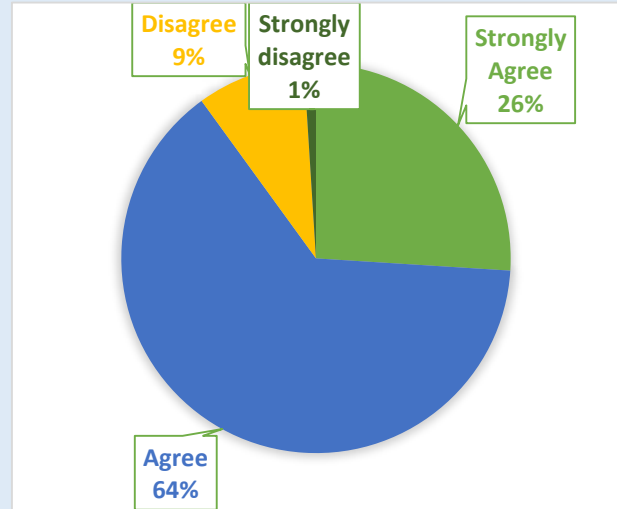
- I find my workload is reasonable

## Am I paid fairly for the work I do?



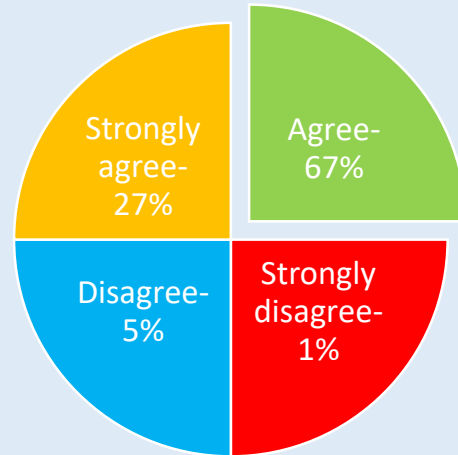
87% employees agree that they are paid fairly

## Am I getting job-related training?



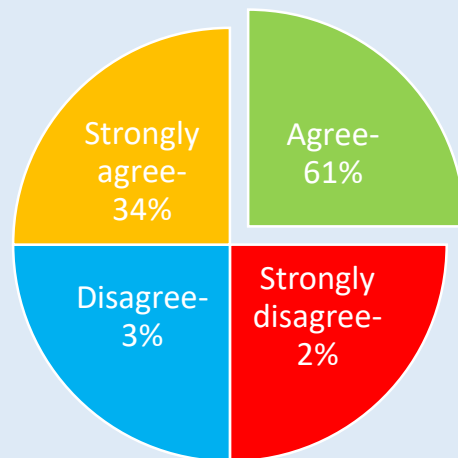
90% employees said I am satisfied with the job-related training available to me

## Is my future bright here?



94% employees said that my future is bright in terms of growth, promotion & personal development

## Does someone listen to my opinion?



95% employees said I always feel that my opinions are heard and valued by my superior

**Abstract:**

DEPARTMENTS	Extremely Happy	Happy	Unhappy	Extremely Unhappy
PRODUCTION	28.06%	58.61%	10.11%	3.22%
ACCTS/PPIC/PUR/HRD/IT	26.67%	56.83%	13.33%	3.17%
ENGINEERING	24.29%	61.19%	13.57%	0.95%
QA/IPQA	23.11%	56.27%	16.65%	3.98%
PACKING	22.86%	65.09%	8.70%	3.35%
QC/MBD	21.36%	68.14%	8.79%	1.71%
WAREHOUSE	16.33%	69.39%	7.76%	6.53%
RA/TT/ADL/F&D/PDD	13.67%	73.27%	10.00%	3.06%

Heads	Delighted/ Happy			Not Happy/Disappointed			Total	Delighted / Happy	Not Happy / Disappointed
	Strongly agree	Agree	Total	Disagree	Strongly disagree	Total			
Company culture	166	346	512	14	11	25	537	95.34%	4.66%
Professional growth	231	446	677	35	4	39	716	94.55%	5.45%
Manager relationship	330	669	999	60	15	75	1074	93.02%	6.98%
Team Work & communication	172	489	661	49	6	55	716	92.32%	7.68%
Work-life balance	171	653	824	62	9	71	895	92.07%	7.93%
Compensation and benefits	111	464	575	124	17	141	716	80.31%	19.69%
Comfort of work	266	886	1152	345	114	459	1611	71.51%	28.49%
	1447	3953	5400	689	176	865	6265		

Company culture has been given overall maximum votes with Delighted & Happy faces.

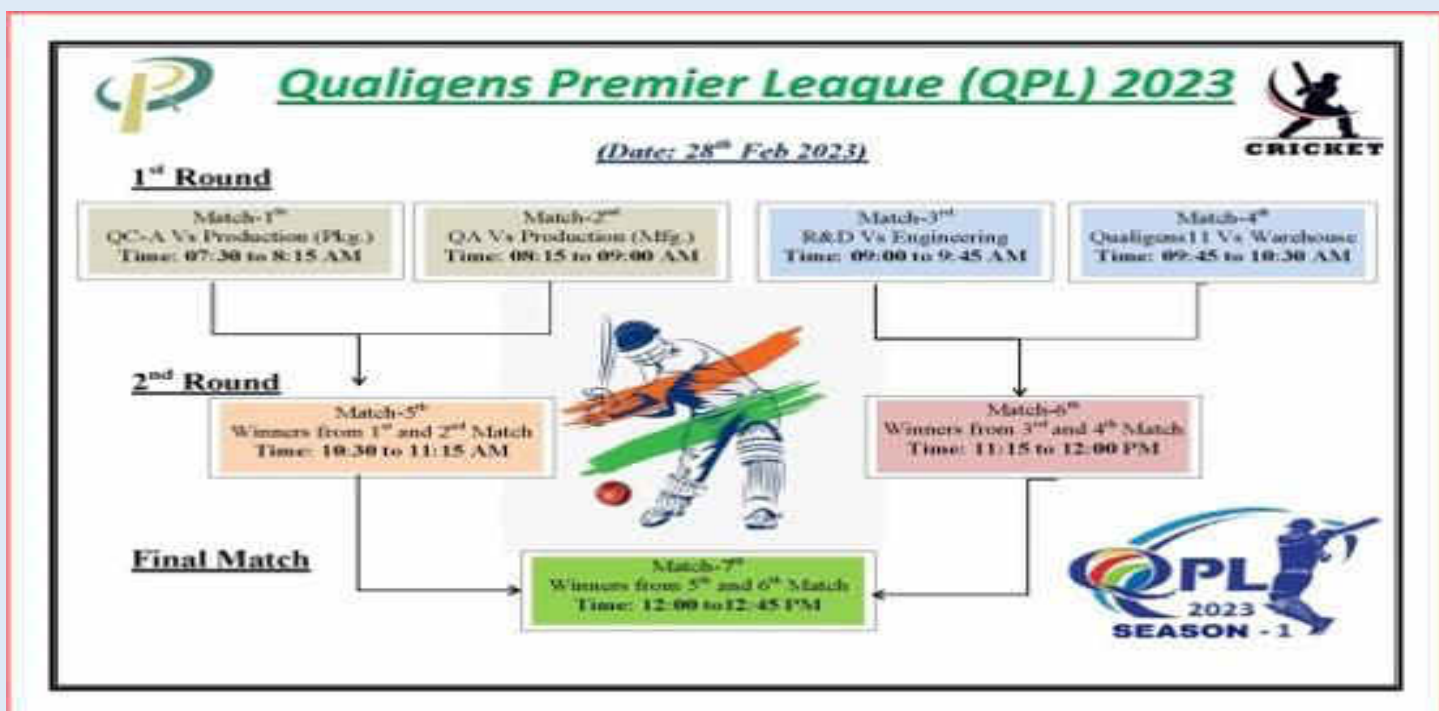
And the maximum votes in “Delighted” category goes to.....**“Cultural activities are really engaging, refreshing & motivating”**. We are so thankful to all the cultural committees who worked so hard to conceive & brainstorm the ideas and then turn it into an event which ultimately made you all smile & delighted.

We are so much thankful to the management for allocation of the budget for the concept and also allow us to arrange these events. The beauty of all the events executed was that these were executed only on Sundays 2<sup>nd</sup> half in apporx 2 ½ hrs time.

Lets walk through with some of the events and see the Smile and delighted faces.....



## Cricket Tournament.....Qualigens Premier League









## Holi celebration





## *Gudi Pawda celebration*











## Qualigens Got Talent: A talent show based on India's got talent















## 15<sup>th</sup> August celebration









**Service to the society...Stationery distribution to needy students**













*Service to the society...Blood donation camp*

REFORMERS & PROGRESSORS PRESENTS  
**BLOOD DONATION CAMP**

REFORMERS  
PROGRESSORS  
CULTURAL COMMITTEE

Qualigens Pharma Pvt. Ltd.

**THE GIFT OF BLOOD IS GIFT OF LIFE**

**SAMARPAN BLOOD CENTRE**  
**8<sup>th</sup> JULY 2023**

**VENUE**  
Survey No. 151/2, Umbre, Khopoli,  
Pali Road, Tal.-Khalapur, Dist.- Raigad.

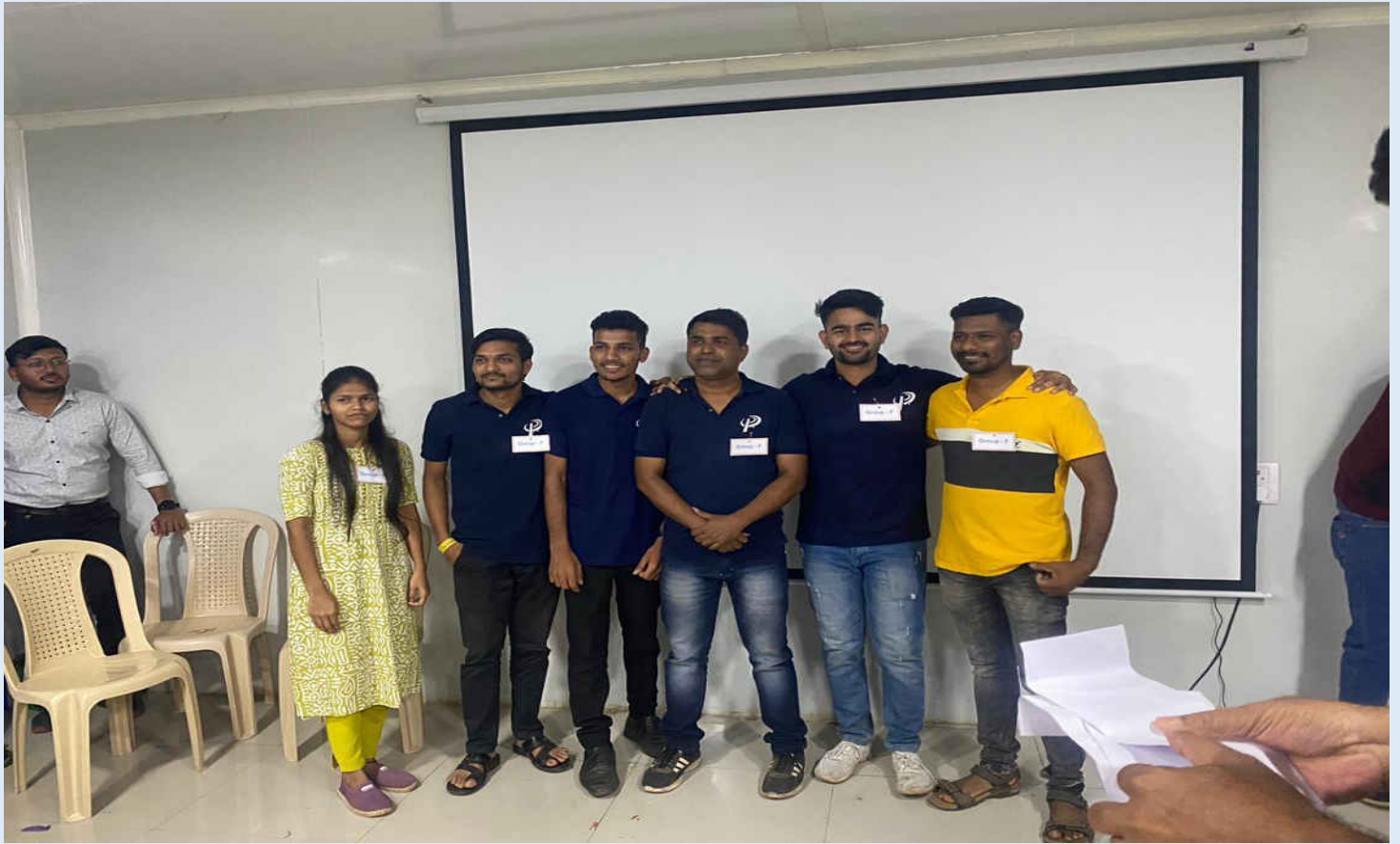






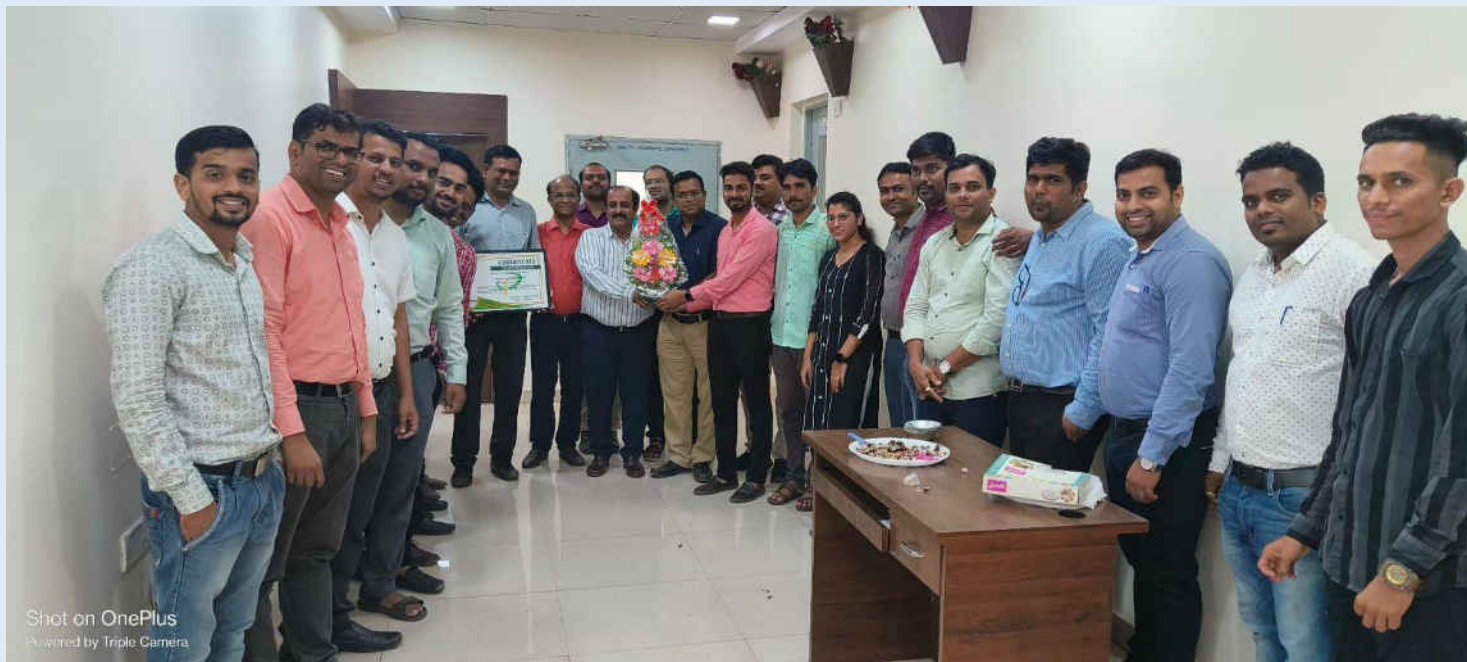
## The Quiz shows







## Opening ceremony of new facility



## *QUALYMPICS: Olympic themed sports day*















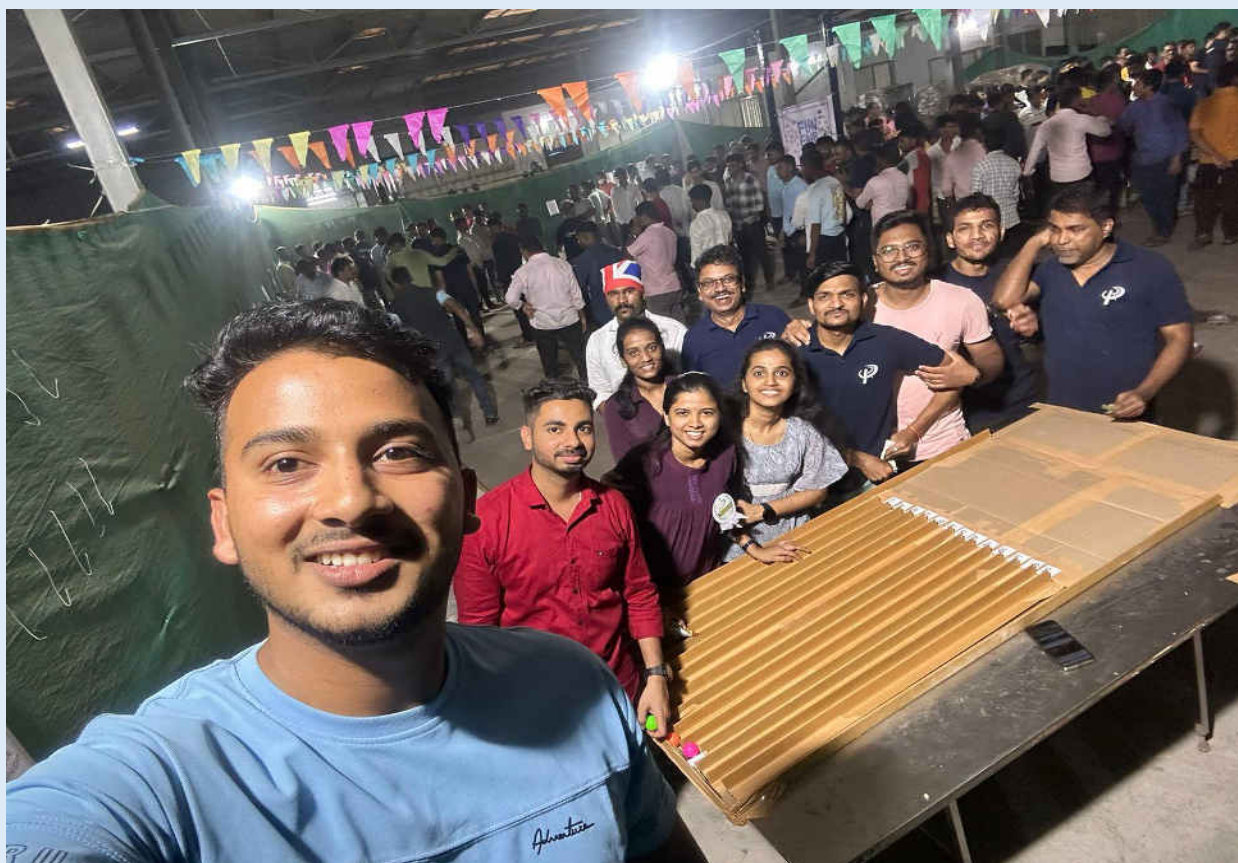
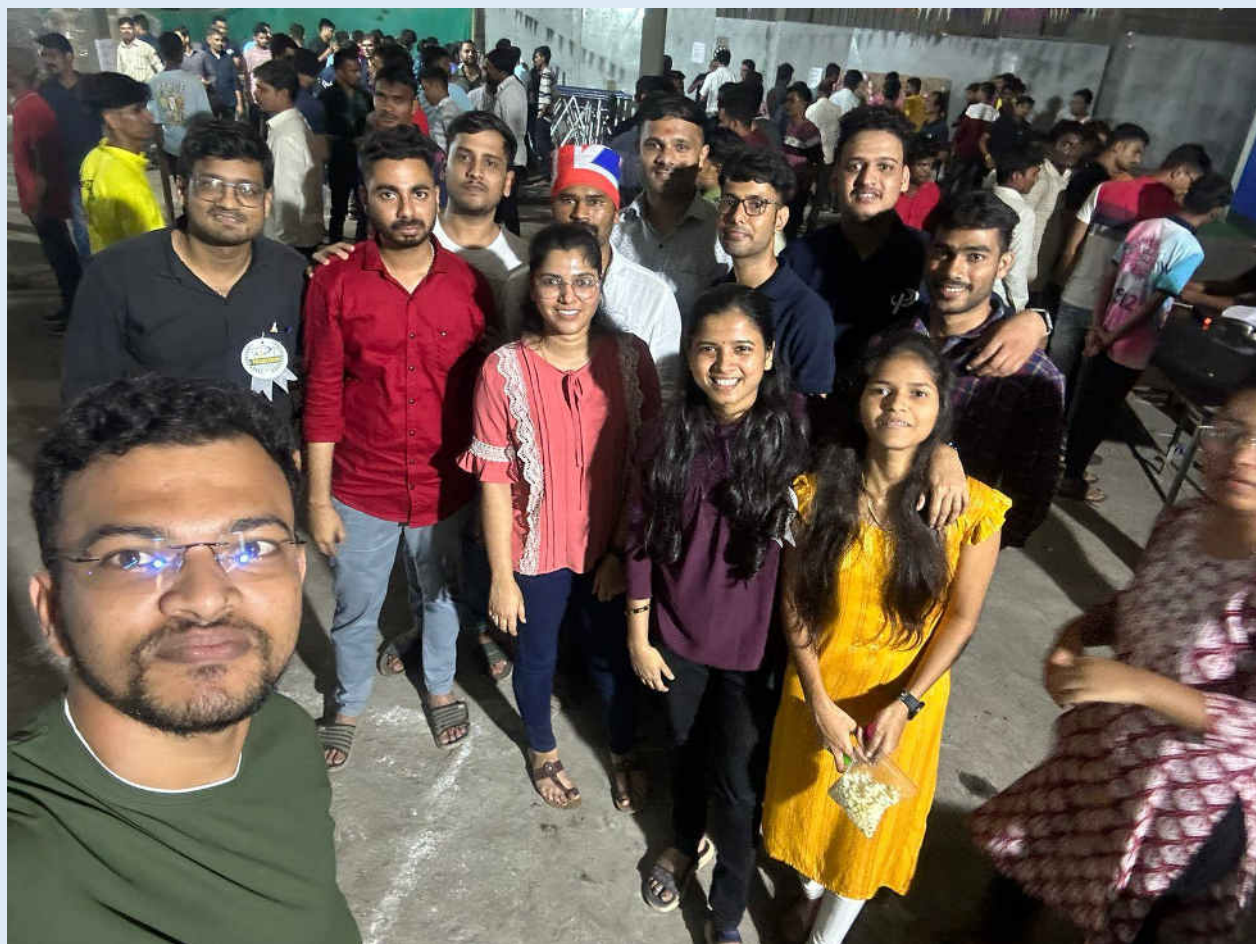




## ***FUN FAIR (The Mela)***











## *Offsite.... Picnic at Kumar Resorts, Lonavala*



















## Birthday Celebrations





Events are different, Winners are different, but one thing is common amongst all.....

**"THE SMILE"**



Apart from celebrations of various events & festivals under cultural committee, HRD team also conduct various programs such as:

**SUNDAY KA FUNDA:** This is a stage where we conducts our in-house leadership workshops, where we invites experienced speakers to have sessions on leadership development, troubleshooting mechanism, communication skill, team work etc.

**PAISE KI PAATHSHALA:** In this work shop we share and educate our employees about the finance management, saving, investment, tax planning etc.

**BUDDY SYSTEM:** When a new joiner comes to our organization, we ensure his transition to new environment is smooth. From his relocation headache, searching a new home, his food arrangements, his commutation to plant, to introduction to core team, to getting well versed with the company policies, to making him absolute comfortable, we ensure he feel homely. We dedicate a buddy to a new joiner, who handhold him & help him in resolving all the above hassles.

All above events & delighted moments could only be executed seamlessly with selfless ground support of many **UNsung HEROS**. They always participate, help & extend their best possible support.

We take this opportunity to thank you:



**Jugaad King**






















**Office Staff**



**The Rangoli Artist**



We thank you all bright shining stars who supported us immensely both at **planning stage** as well as **stage planning**

 <b>Rushikesh</b>	 <b>Monika</b>	 <b>Kalpesh</b>	 <b>Ganesh</b>	 <b>Gaurav</b>	 <b>Hindavi</b>
 <b>Bhagyashree</b>	 <b>Nikhil</b>	 <b>D Gaikwad</b>	 <b>Ankush K</b>	 <b>Yogesh</b>	 <b>Srinivas</b>
 <b>Vijay</b>	 <b>Avinash</b>	 <b>Sopan</b>	 <b>Shraddha</b>	 <b>Pravin</b>	 <b>Akshay</b>
 <b>Vishnu</b>	 <b>Pranay</b>	 <b>Vaibhav</b>	 <b>Vijay</b>	 <b>Ankush</b>	 <b>Ritesh</b>

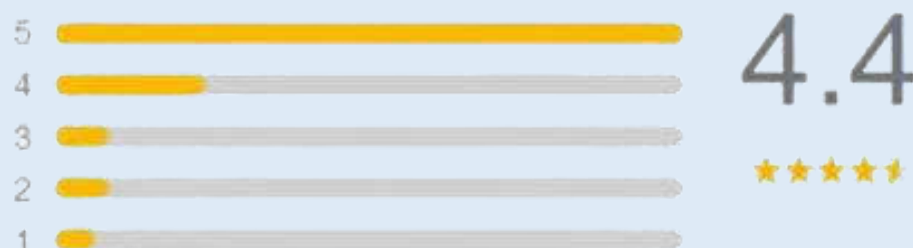




and many more.....

## Google reviews:

### Google review summary ⓘ



We feel humbled with employee's rating of **4.4** on Google with their reviews

### Few Reviews.....

*@Yogesh Shirke: Qualigens Pharma is best working place forever!!! Healthy working culture & very cooperative management. Very good learning platform for fresher as well as Senior. Growing organization...*

*@Jayesh mhatre: This is very nice company, employees are happy to work here.*

*@Akash musale: Great place to work, healthy working culture*

*@Krushna Ghodke: Good Pharma company to work here*

*@Kishor sakpal: Qualigens Pharma is good company, very good learning platform for fresher, Healthy work culture and supportive staff and management.*

*@Sanket Musale: Great place to work. Company is better to make family and work life balance. Growing pharma company having better potential and able to provide the better opportunity to pharma professionals. Healthy working culture & very co-operative management. Very good learning platform for fresher as well as Senior. Growing organization...*

*@Jaypal gawai: Nice company to work free culture*

*@Katkar ankush: Qualigens Pharma is good company, Healthy work culture and supportive staff and management and fast growing company and provide high quality medicine to customers satisfactions and here highly qualified peoples such as R&D team and Technology Transfer team, Quality Assurance, Quality Control, Production, Packaging team and Engineering Team all team are very cooperative and helpful and complete work within time. Great company for fresher and experience person, learn lot of things from organization, all staff member and management to help personal and carrier growth.*



The survey taught us many things. The team HRD is determined to make the employees happier and ensure that they feel delighted & vote for “**DELIGHTED**” more and more. Is this an easy task? No. But this is possible if we all join hands together and participate actively in resolving these issues.

If we look at areas where we got low ratings, none of the area looks herculean. These can be easily & promptly resolved. We are committed & ensure for the suitable action at earliest.

Apart from the survey questionnaire we also asked for any suggestions you wish to give to make you more happy. We are delighted to have many such valuable suggestions for which we will take best possible & suitable action to alleviate it.

With this we would like to thanks all of you for giving us the honest feedback and sharing the valuable suggestions. We will surely strive towards raising overall happiness quotient from 86% to 90% in 2024:

**STRATEGIC GOAL-2024**

