

GATTI HR

COVID-19 Short Surveys: *The Report*

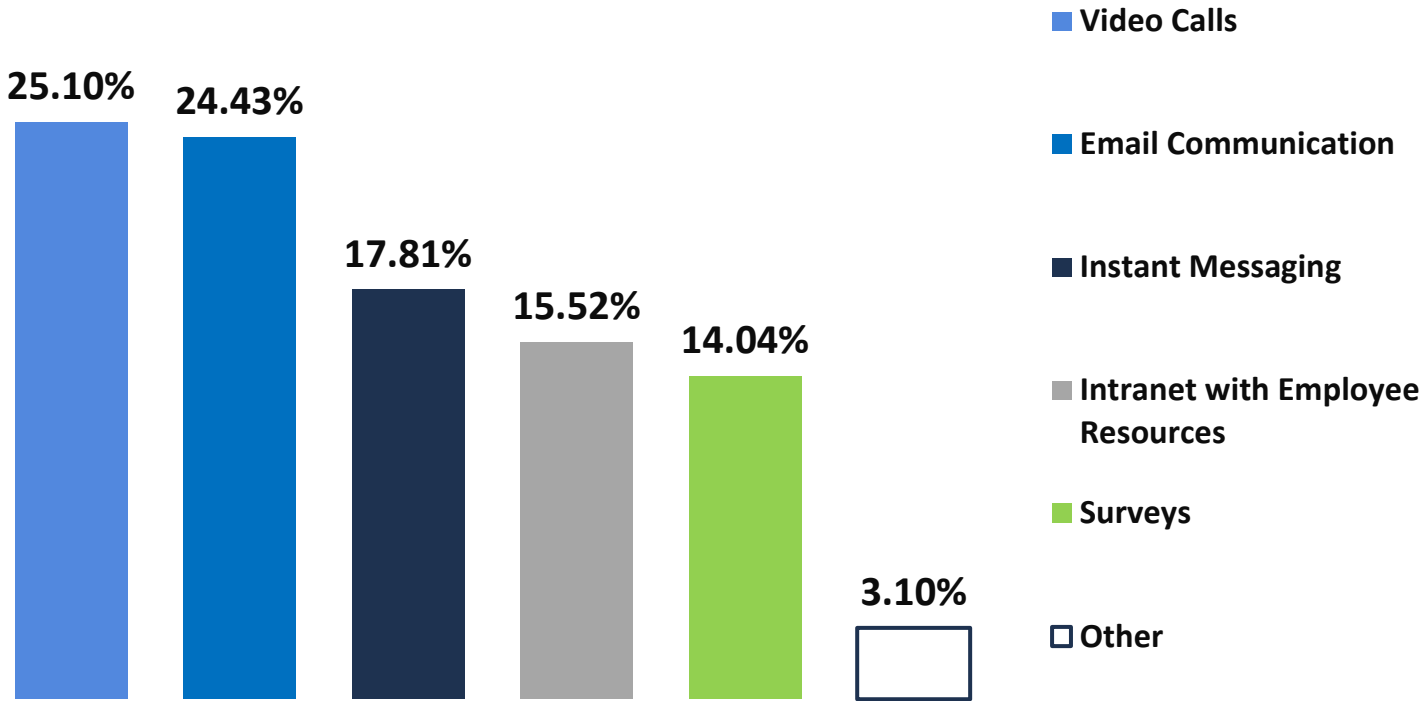
Keeping Employees Engaged & Interested

Returning to the Office

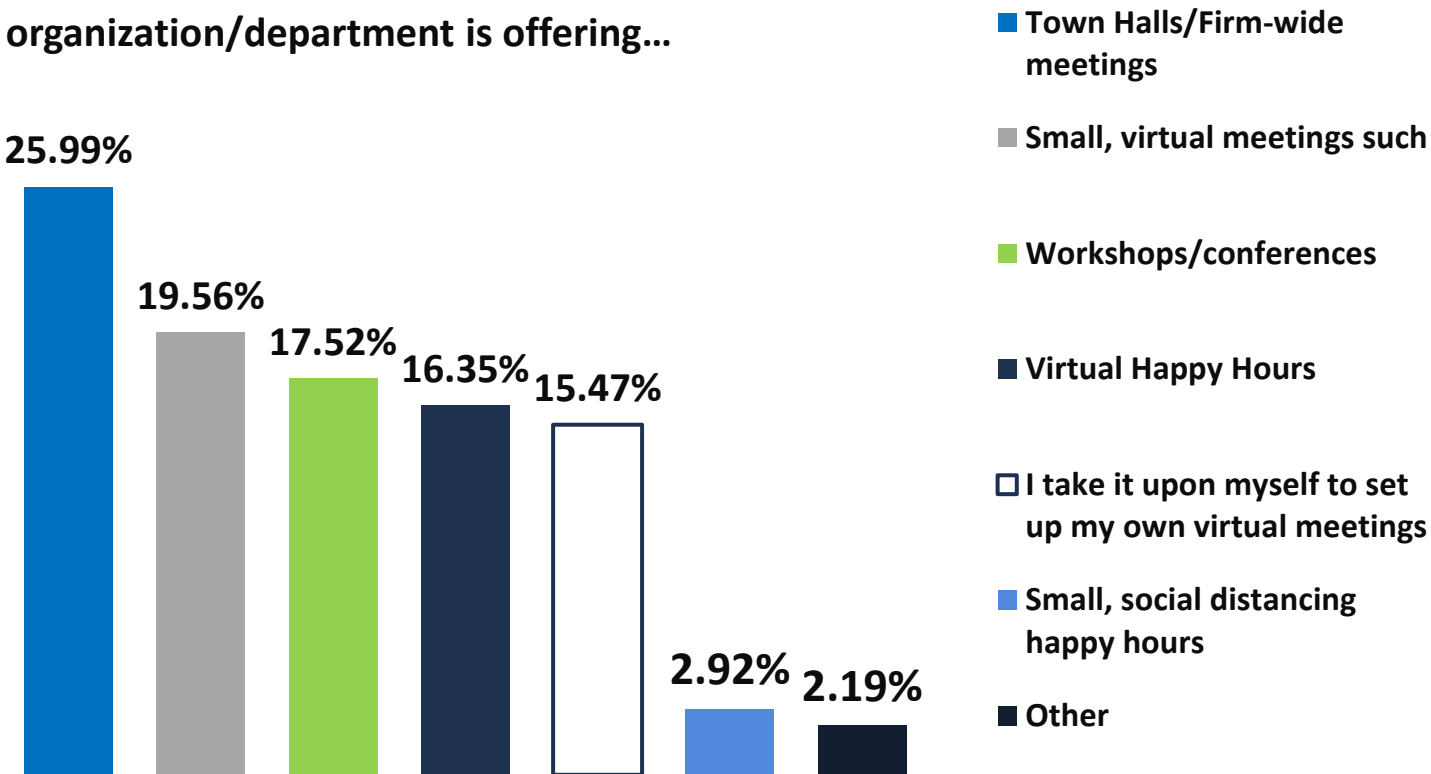
Compensation Planning & Implementation

Keeping Employees Engaged & Interested

What kind of technology is your organization using to keep employees productive?

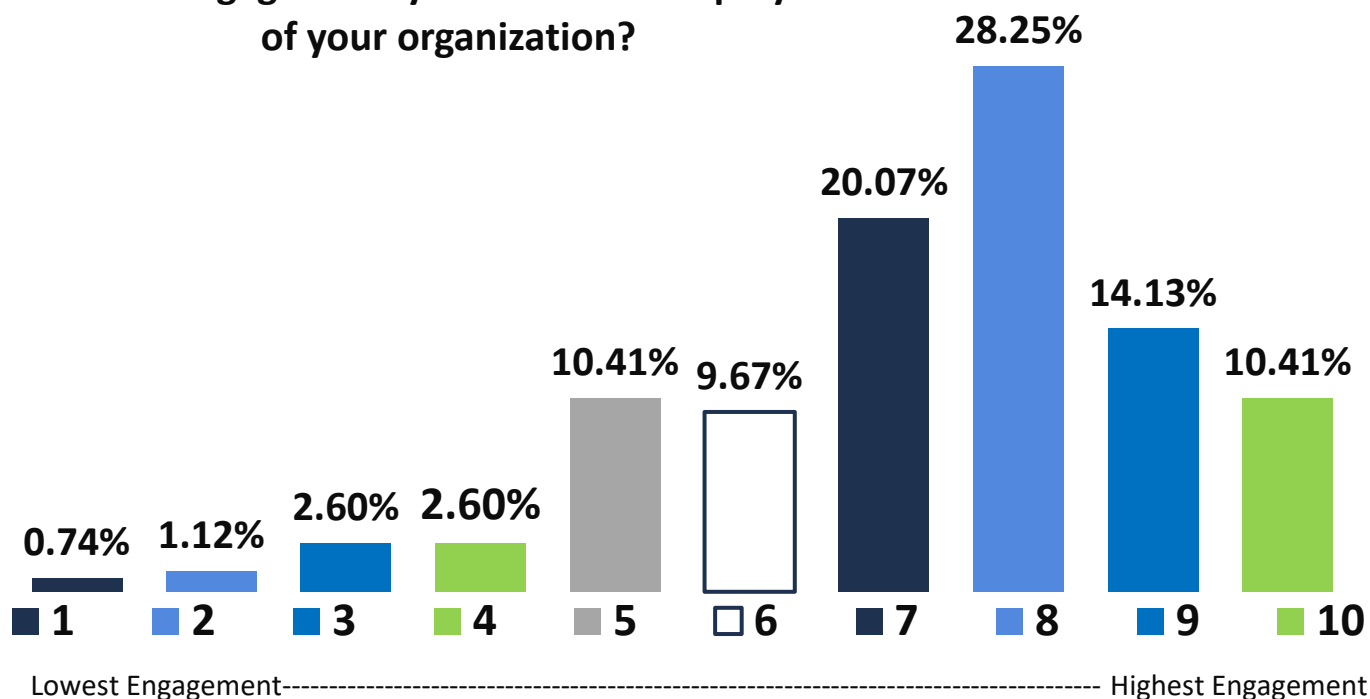


My organization/department is offering...

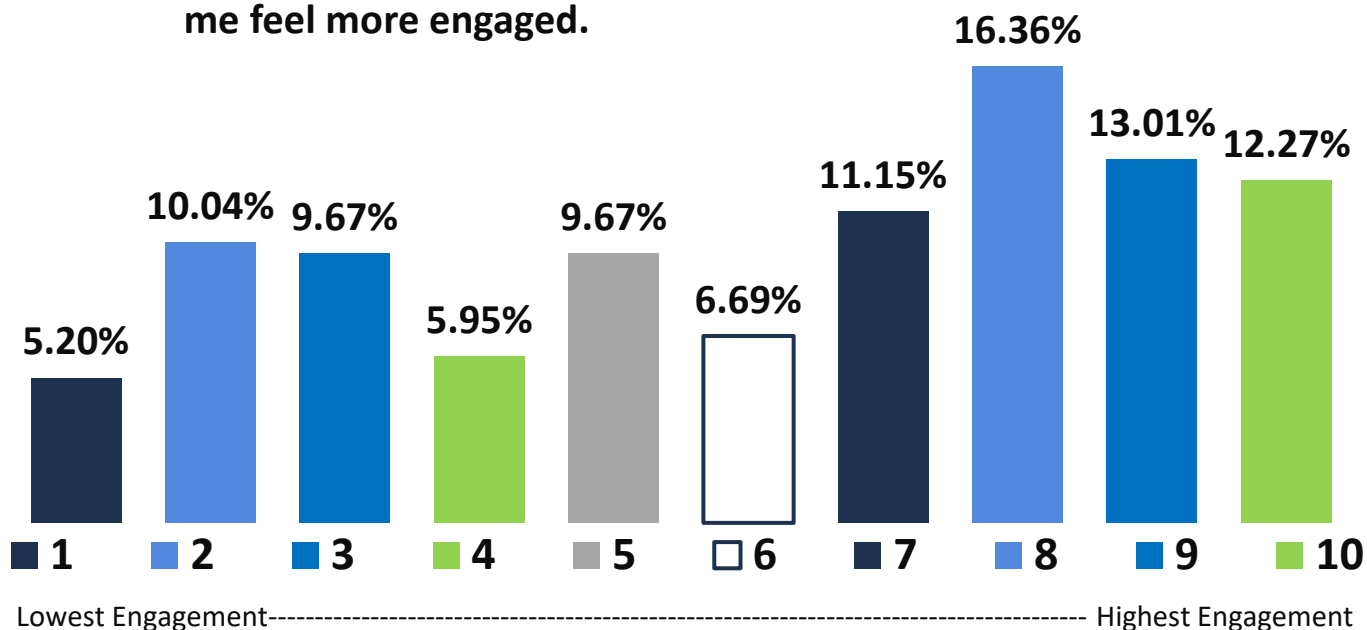


Keeping Employees Engaged & Interested

How “engaged” do you feel as an employee of your organization?

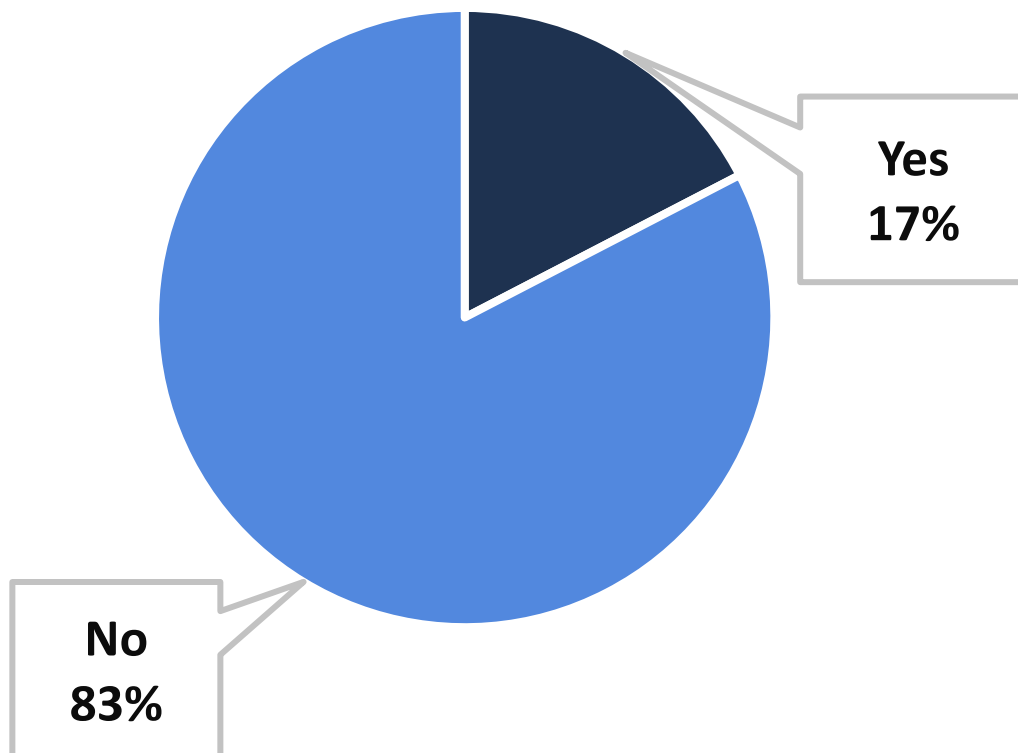


My organization could do more to make me feel more engaged.

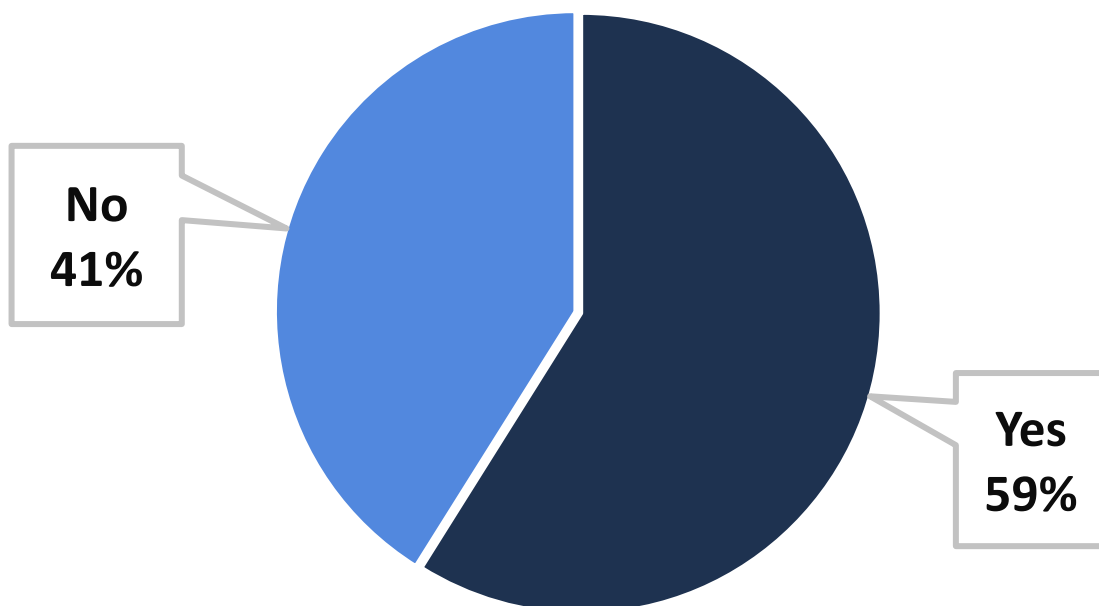


Returning to the Office

At this time, does your organization have a date set for ALL EMPLOYEES to go back to the office full-time?

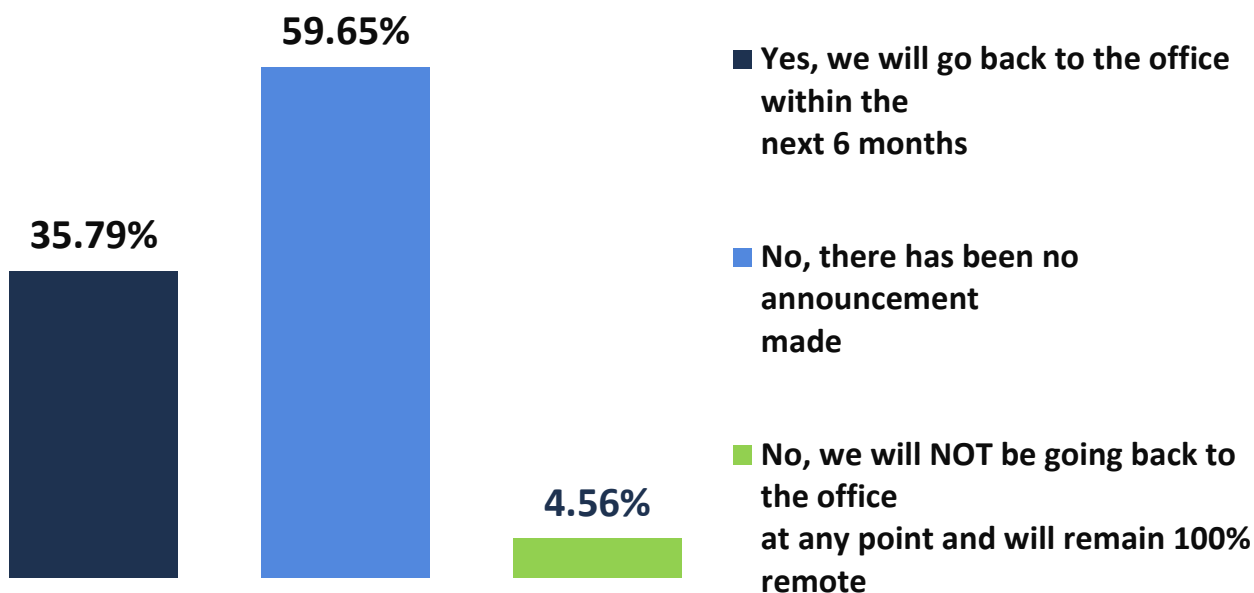


At this time, does your organization have a date set to start letting SOME employees go back to the office?

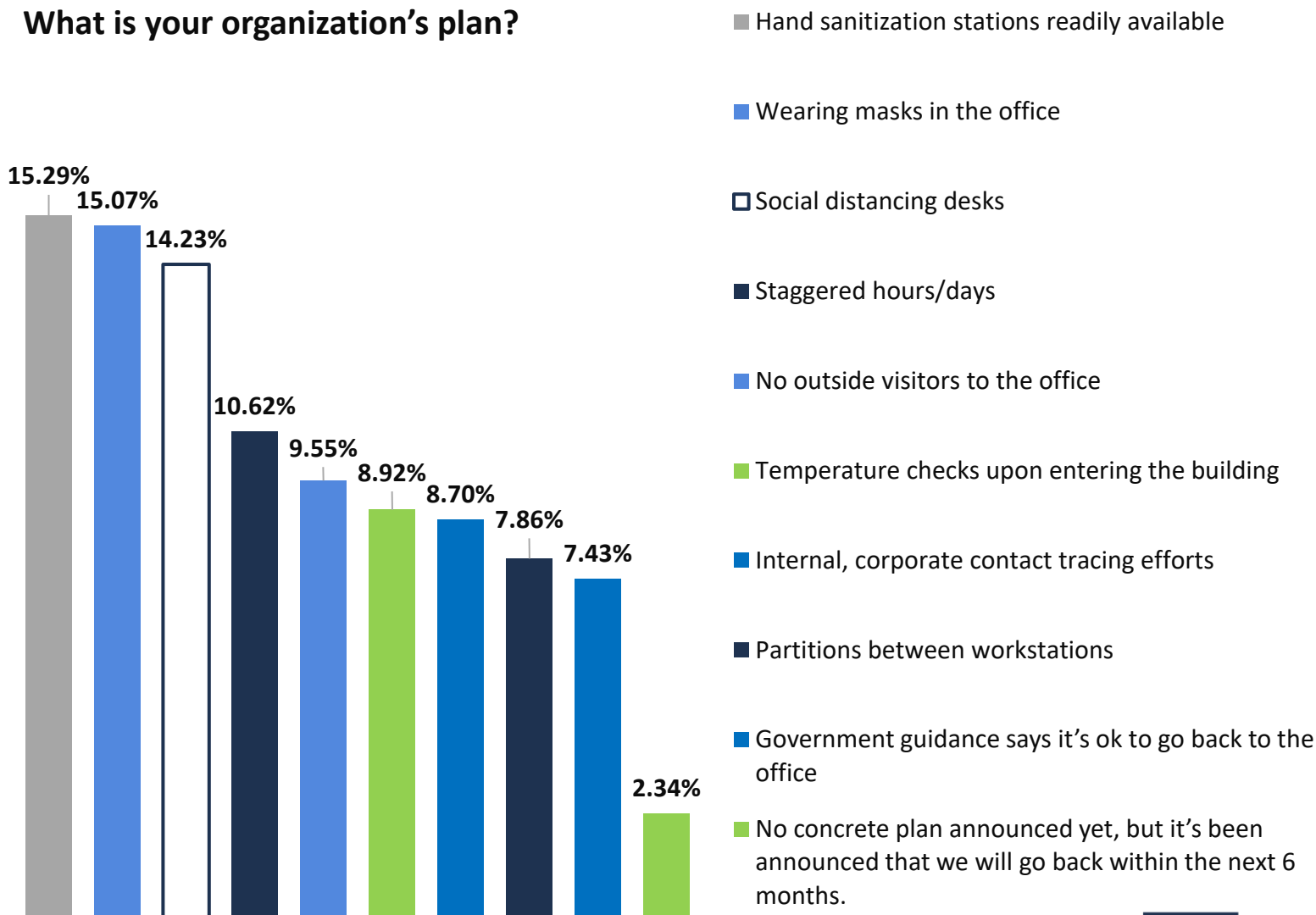


Returning to the Office

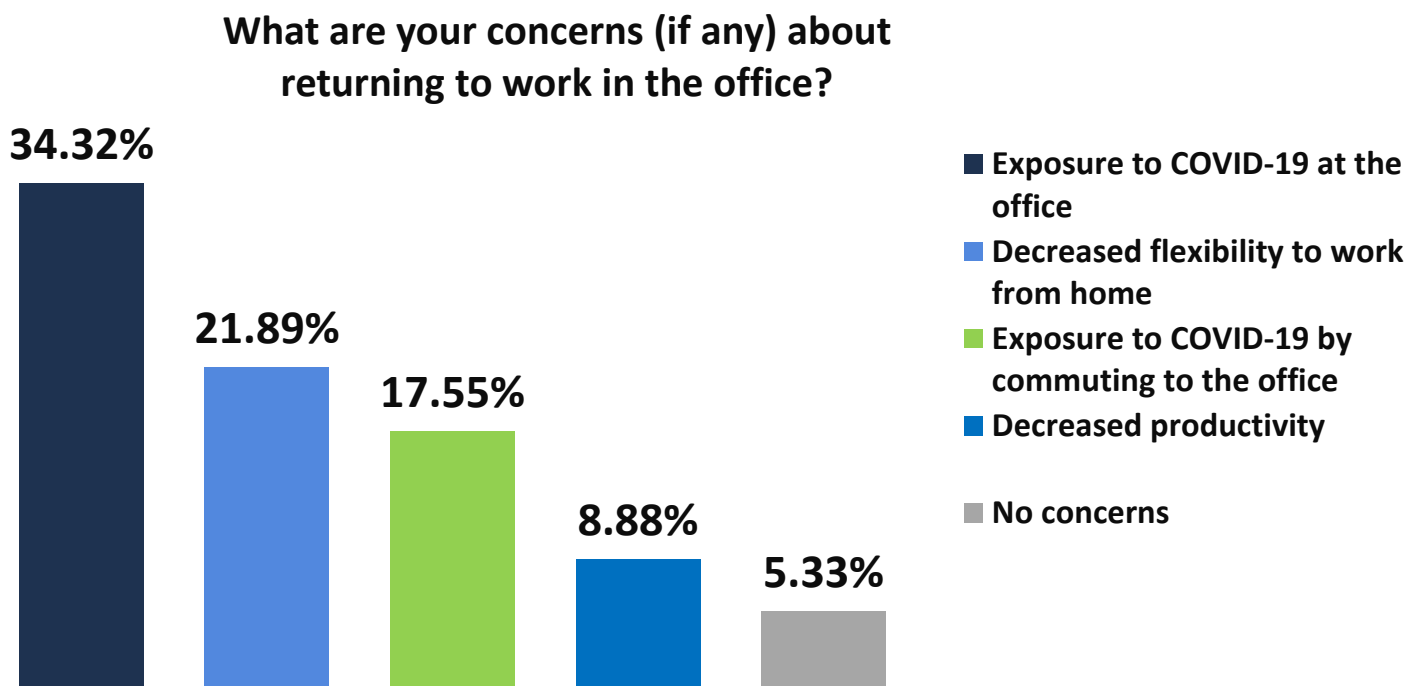
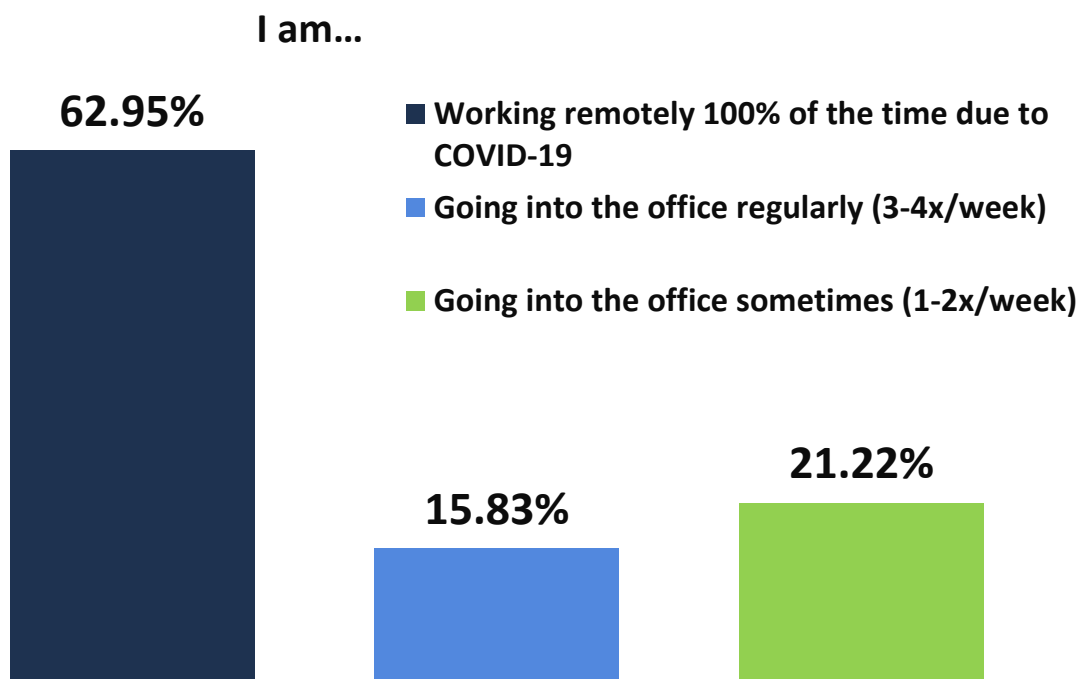
Has your organization announced that employees will go back to the office within the next 6 months?



What is your organization's plan?

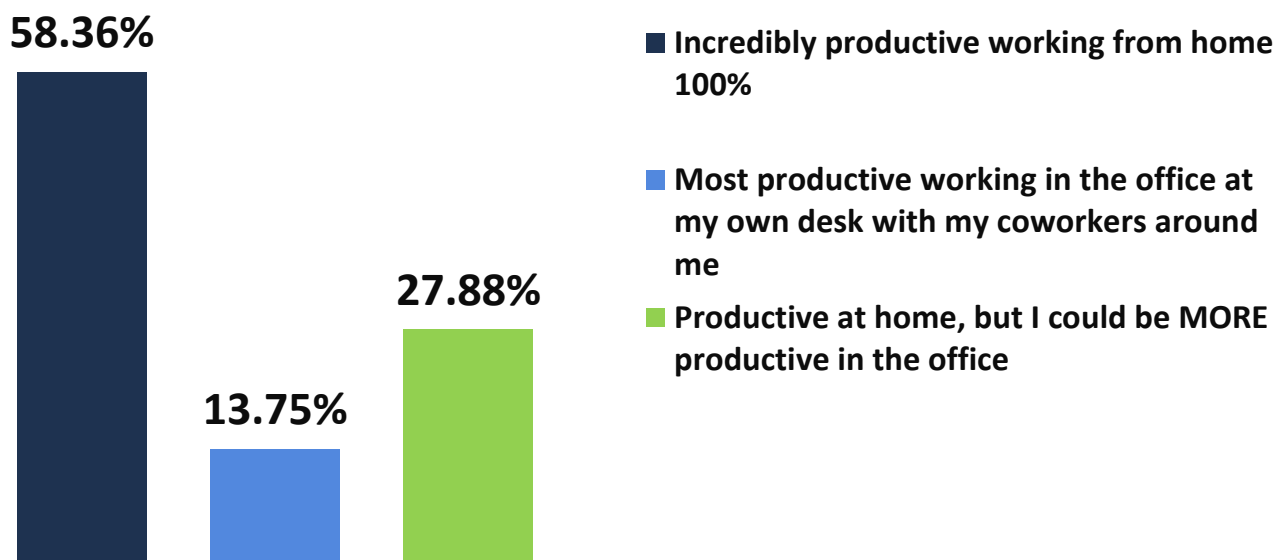


Returning to the Office

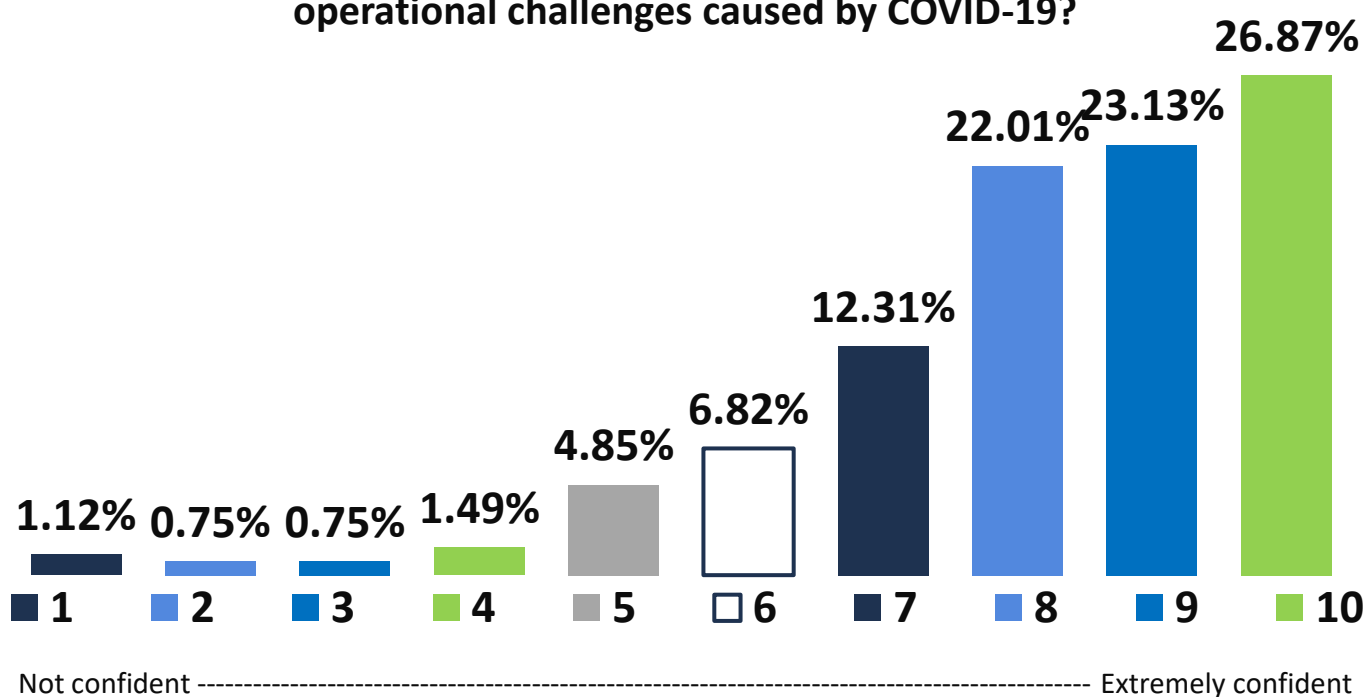


Returning to the Office

I feel...

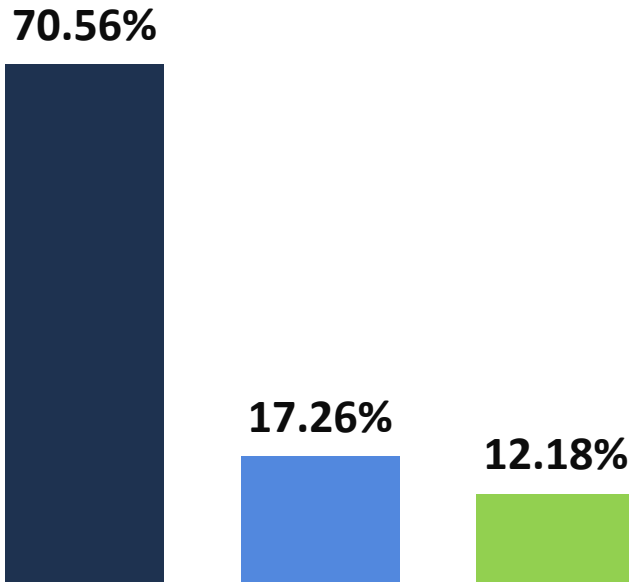


How confident are you in your organization's ability to overcome any operational challenges caused by COVID-19?



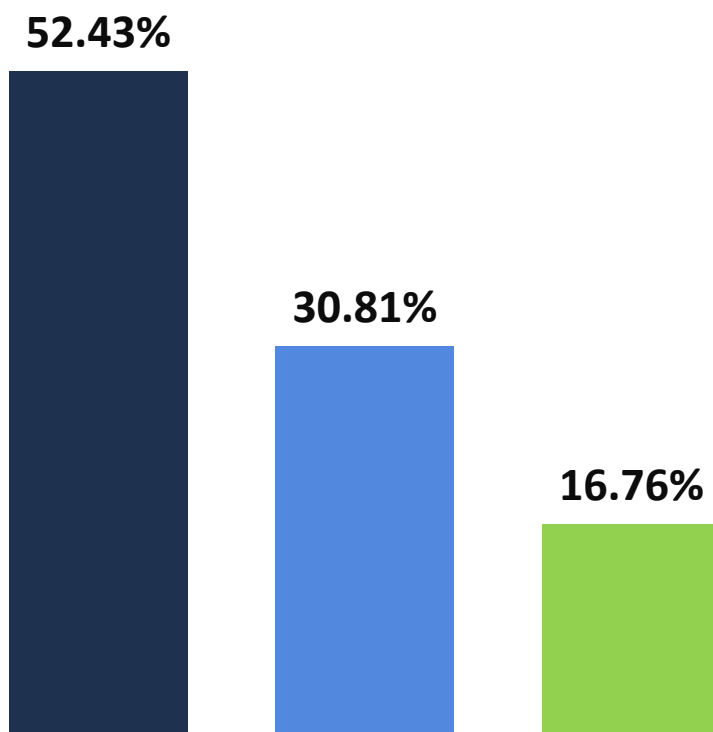
Compensation Planning & Implementation

How is your company using compensation to attract and maintain talent?



- We are keeping our policies and plans the same because providing consistency is the best way to support employees and attract talent.
- We have reduced pay from leaders and top earners to maintain compensation levels in other areas. We want our employees to feel seen and supported.
- We have reduced pay from ALL employees and cut jobs to reduce costs across the company.

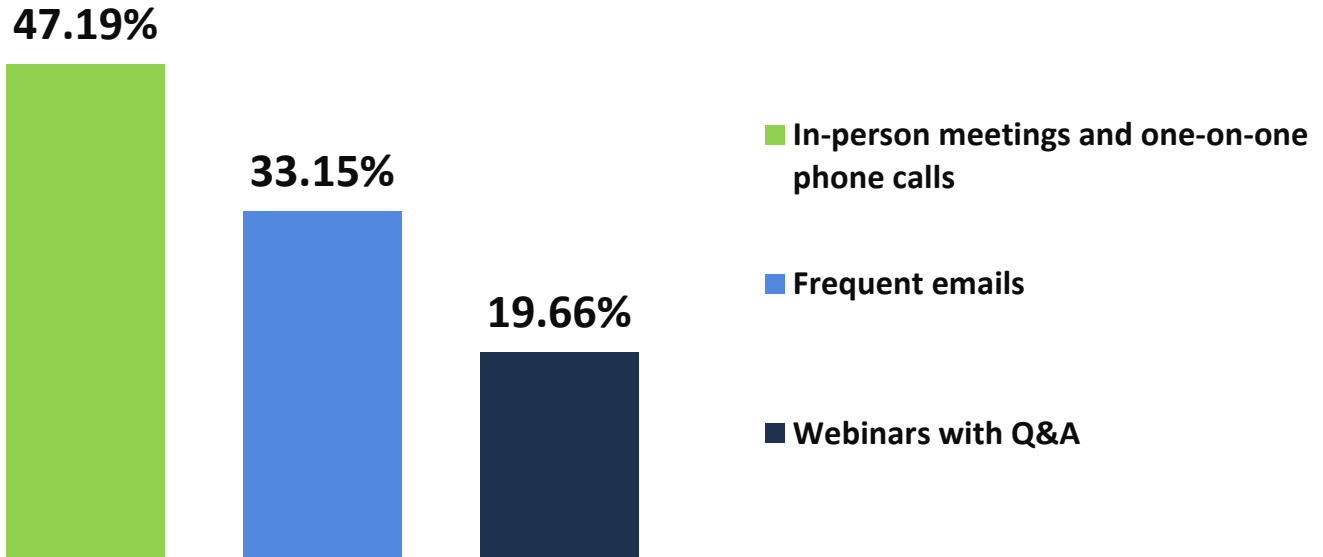
How is your company making values-based decisions in compensation during this time?



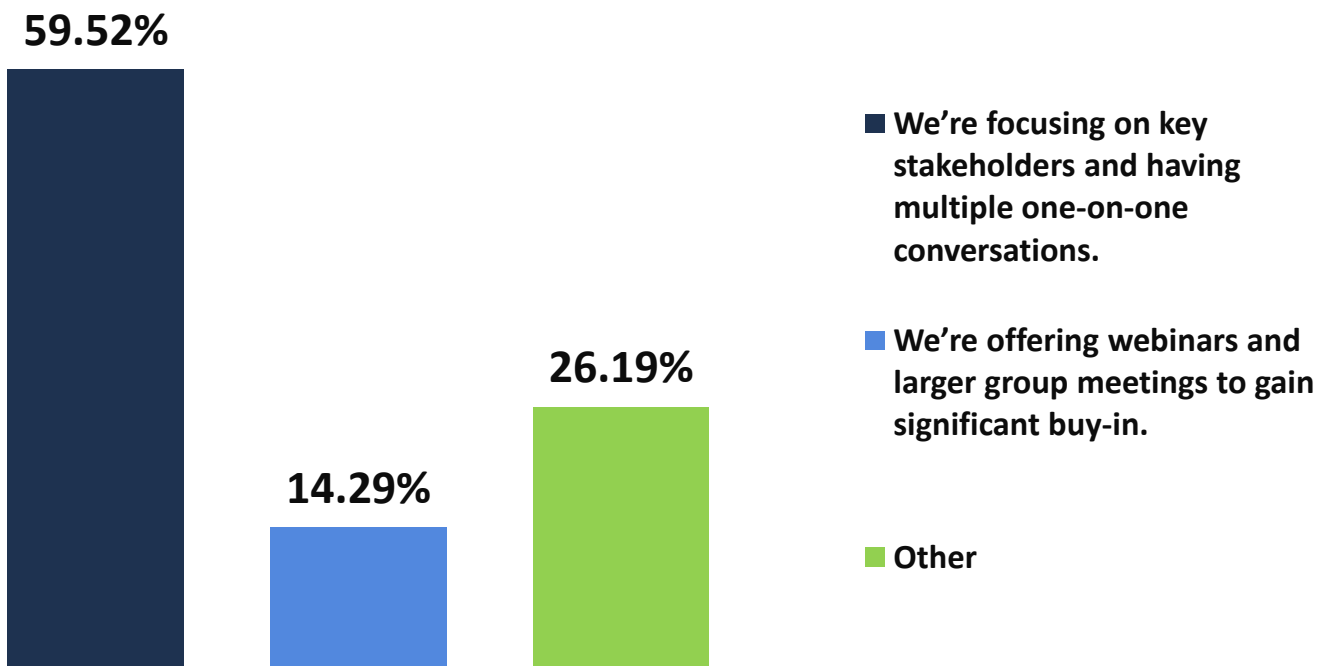
- We are keeping our policies and plans the same because providing consistency is the best way to support employees and attract talent.
- We are changing our policies as slowly and conservatively as possible to allow the changes that are taking place with COVID19 to settle and to allow as much buy-in from employees as possible.
- We are making changes as quickly as possible to match the pace of our industry.

Compensation Planning & Implementation

How is your company communicating compensation changes?



How are you building consensus (among key stakeholders, as well as employees at different levels of the business) around compensation planning during this time?



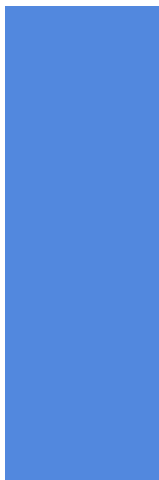
Compensation Planning & Implementation

How do you match compensation plans with organizational development when futures are potentially unstable?

47.85%



30.67%



21.47%



- Our industry will always have ups and downs, and we plan for that regardless of what's going on in the world.
- We have begun re-assessing our compensation plans to become more fiscally conservative in the name of longterm growth.
- We are willing to take more risks with our compensation plans. These times are unprecedented, and the potential for growth is strong so our desire to keep paying our employees as much as possible.