

Employee Engagement Survey Report



2023

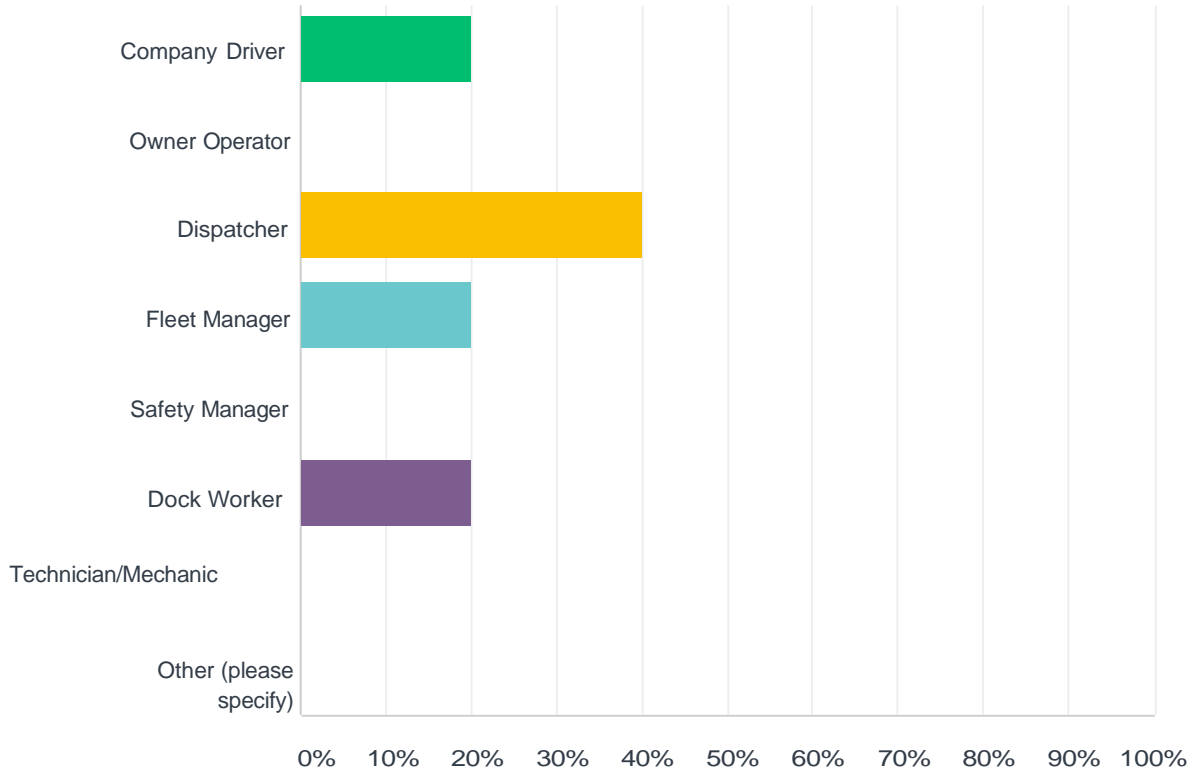
**Top Fleet
Employers**

The **TFE Employee Engagement** survey is an essential tool to help create a positive and productive work environment. These surveys responses identify areas of strength and opportunities for improvement, as well as provide valuable insights into employee satisfaction, motivation, and commitment.

With this feedback collected from your employees, your organization can gain a deeper understanding of the workforce and create strategies to better align with employee needs and expectations.

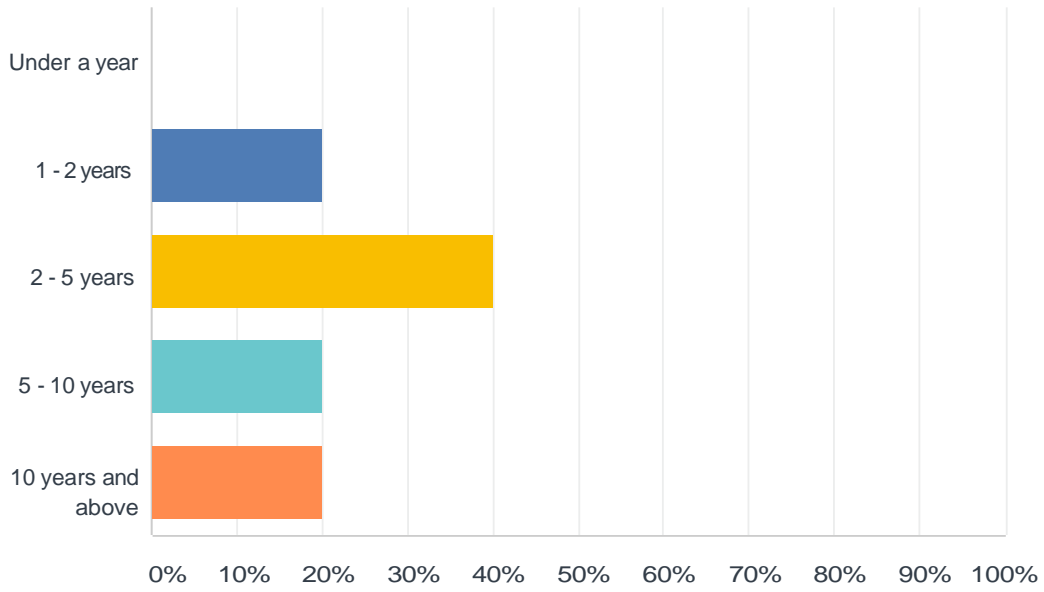
This survey also helps to identify potential retention risks, boost employee morale, and drive overall organizational success. In today's competitive job market, organizations that prioritize employee engagement and actively seek employee feedback are more likely to attract, retain, and develop top talent, ultimately leading to higher levels of productivity, innovation, and profitability.

What is your occupation?



ANSWER CHOICES	RESPONSES	
Company Driver	20.00%	1
Owner Operator	0.00%	0
Dispatcher	40.00%	2
Fleet Manager	20.00%	1
Safety Manager	0.00%	0
Dock Worker	20.00%	1
Technician/Mechanic	0.00%	0
Other (please specify)	0.00%	0
TOTAL		5

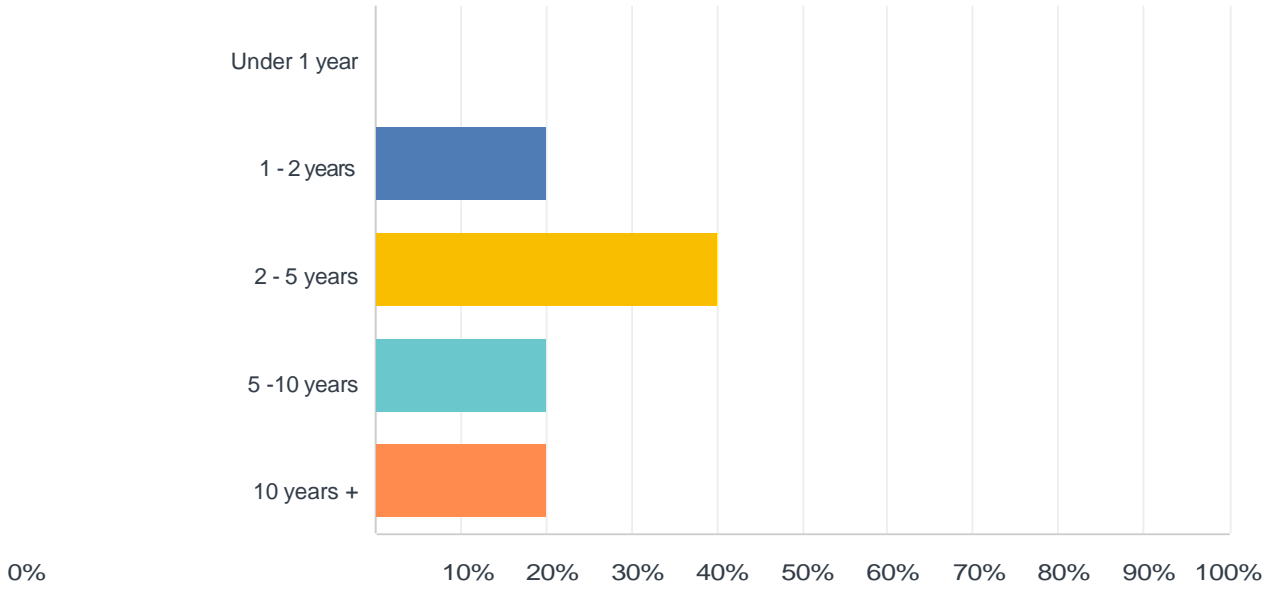
How many years have you worked for your current employer?



ANSWER CHOICES	RESPONSES	
Under a year	0.00%	0
1 - 2 years	20.00%	1
2 - 5 years	40.00%	2
5 - 10 years	20.00%	1
10 years and above	20.00%	1

Total Respondents: 5

How many years have you worked in the trucking industry?



ANSWER CHOICES	RESPONSES	
Under 1 year	0.00%	0
1 - 2 years	20.00%	1
2 - 5 years	40.00%	2
5 - 10 years	20.00%	1
10 years +		

Total Respondents: 5

Question Set 1: Employee Engagement Index

The first 5 questions in the TFE23 survey focus on key indicators of employee engagement which include: Pride, Present Commitment and Comfort, Future Commitment and Comfort and Motivation.

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL
I rarely think about looking for a job at another company	0.00% 0	60.00% 3	20.00% 1	20.00% 1	0.00% 0	5
In general, I look forward to going to work and enjoy what I do.	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
I feel physically safe at my place of work and when doing my job.	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
I feel psychologically safe at my place of work and when doing my job.	40.00% 2	60.00% 3	0.00% 0	0.00% 0	0.00% 0	5
I feel appreciated and respected by my direct supervisors and fellow employees.	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5

Summary:

Overall, surveyed Logikor employees indicated a positive level of employee engagement. However, the small sample size needs to be taken into consideration when assessing these results.

The only question with a response spread was: "I rarely think about looking for a job at another company." We generally do not place too much emphasis on this question, as worker mobility is common in the industry and is not a strong indicator of engagement.

We tend to put more focus on employees feeling physically and psychologically safe in their workplaces and when doing their jobs; **Logikor** scored high on these questions.

Question Set 2: LEAD Questions (Leadership)

There are 4 main factors that drive employee engagement: Leadership, Enablement, Alignment and Development (LEAD).

The following 4 questions focus on **Leadership**.

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL
Company leadership and my manager are good role models for employees.	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	5
The leaders at my company communicate organizational values and encourage us to demonstrate these values in our work.	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
Company leadership makes an effort to answer any questions, concerns or suggestions that I have.	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
Positive relationships across departments and levels (e.g., managers, drivers, dispatch, maintenance, etc.) are encouraged and supported.	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5

Summary:

Once again, most surveyed **Logikor** employees responded positively to these questions. With some neutrality expressed across the question set, it may be useful for management to further probe these areas.

Question Set 3: LEAD Questions (Enablement)

There are 4 main factors that drive employee engagement: Leadership, Enablement, Alignment and Development (LEAD).

The following 4 questions focus on *Enablement*.

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL
I have access to the equipment and technology that I need to do my job well.	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
I feel that the equipment that I use is safe and well-maintained.	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
Most of the systems and processes here support us getting our work done effectively.	60.00% 3	20.00% 1	20.00% 1	0.00% 0	0.00% 0	5
My total rewards package is competitive with what I would receive for a similar role in the market.	0.00% 0	60.00% 3	20.00% 1	0.00% 0	20.00% 1	5

Summary:

When surveying employees regarding Enablement, we hope to see high levels of agreement, particularly relating to:

- Having access to equipment and technology that they need to do their jobs well (we benchmark 75-85% agreement, which has been achieved)
- Having access to safe and well-maintained equipment (we benchmark 85% agreement, which has been achieved)

The benchmark for the question 'Most of the systems and processes here support us getting our work done effectively.' is lower (55-65% agreement) due to the relative difficulty of achieving effective systems and processes. It is very hard for every system and process to work perfectly for everyone. However, **Logikor** exceeded the benchmark for this question.

The only statement with any disagreement (and notably strong disagreement and neutrality) is in relation to the total rewards package offered to employees. We encourage all fleets to review their compensation and benefits offerings on a regular basis. Further pulse surveys on the topic of compensation may be helpful.

Question Set 4: LEAD Questions (Alignment)

There are 4 main factors that drive employee engagement: Leadership, Enablement, Alignment and Development (LEAD).

The following 4 questions focus on **Alignment**.

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL
I know what I need to do to be successful in my role.	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
I receive appropriate rewards and/or recognition for a job well done.	20.00% 1	40.00% 2	20.00% 1	20.00% 1	0.00% 0	5
Day-to-day decisions here demonstrate that quality and improvement are top priorities	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	5
I feel that my company supports a philosophy of work/life balance.	20.00% 1	40.00% 2	40.00% 2	0.00% 0	0.00% 0	5

Summary:

Alignment can mean different things to different employees, but in general, employees are most engaged when they feel that their beliefs, values, and motivation are working in tandem (not competing against) those held by the company. When there is alignment, employees and leadership are working toward a common goal, which fosters engagement, dedication and loyalty and often leads to high employee retention.

Logikor may want to focus on the following areas where a lack of alignment may be developing:

- Work/life balance
- Communication of performance expectations
- Rewards and recognition

Question Set 5: LEAD Questions (Development)

There are 4 main factors that drive employee engagement: Leadership, Enablement, Alignment and Development (LEAD).

The following 4 questions focus on *Development*.

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL
My manager (or someone in management) has shown a genuine interest in my career aspirations	0.00% 0	60.00% 3	20.00% 1	20.00% 1	0.00% 0	5
I believe there are good career opportunities for me at this company.	20.00% 1	40.00% 2	40.00% 2	0.00% 0	0.00% 0	5
This is a great company for me to make a contribution to my development.	60.00% 3	20.00% 1	20.00% 1	0.00% 0	0.00% 0	5
I feel that I have completed the right training to carry out my job safely and efficiently.	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	5

Summary:

The *Development* question set garnered positive responses overall, but the neutral responses should also be noted here. We encourage all fleets to focus on training and professional development for all employees (driving and non-driving) for both current and future roles (including leadership training).

Of note, **Logikor** leadership may want to explore approaches for management to show genuine interest in the career aspirations of their employees and in turn, contribute to development that supports career progression and long-term retention with the company.

What are some of the things your company is doing great?

RESPONSES (RANDOMIZED)

Standardization. Company Growth. Personal development.

Onboarding new customers

Communication, employee assistance

Keeping safety standards high.

Bringing on new business.

What are some of the things your company is not doing so great?

RESPONSES (RANDOMIZED)

Employee retention.

Overall team environment. I only really know people within my own department/pod.

Direction sometimes changes.

Ability to grow in the company outside driving is slim.

Poor pay scale, lack of communication, work/life balance in some departments is challenging

Is there anything specific (positive or negative) that you would like to share about your work experience with your current organization?

RESPONSES (RANDOMIZED)

Logikor provided me with the right environment to go from zero logistics knowledge to a contributing member of the team, in a very short amount of time.

I have been supported and guided through multiple advancements. Incorrect decision making is met with thoughtful correction and not reprimand.

Great organization to grow and acquire experience.



**Top Fleet
Employers**



**TruckingHR
Canada**