

Employee Engagement Survey Report



2023



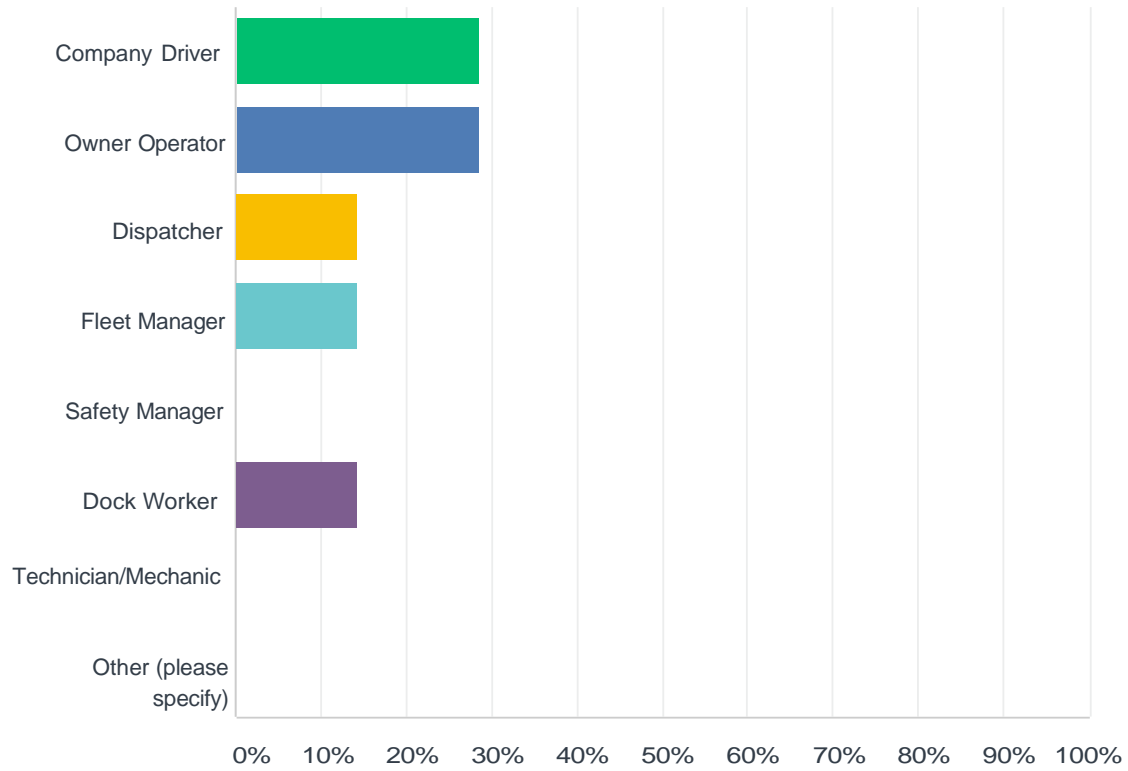
The **TFE Employee Engagement** survey is an essential tool to help create a positive and productive work environment. These surveys responses identify areas of strength and opportunities for improvement, as well as provide valuable insights into employee satisfaction, motivation, and commitment.

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?

Answered: 7

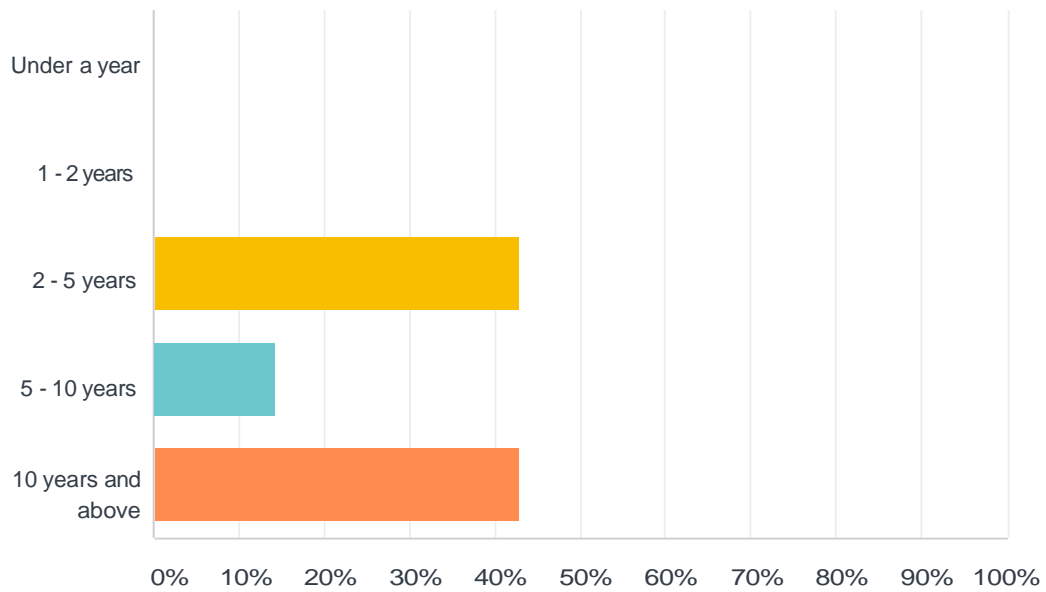


ANSWER CHOICES	RESPONSES	
Company Driver	28.57%	2
Owner Operator	28.57%	2
Dispatcher	14.29%	1
Fleet Manager	14.29%	1
Safety Manager	0.00%	0
Dock Worker	14.29%	1
Technician/Mechanic	0.00%	0
Other (please specify)	0.00%	0

TOTAL

7

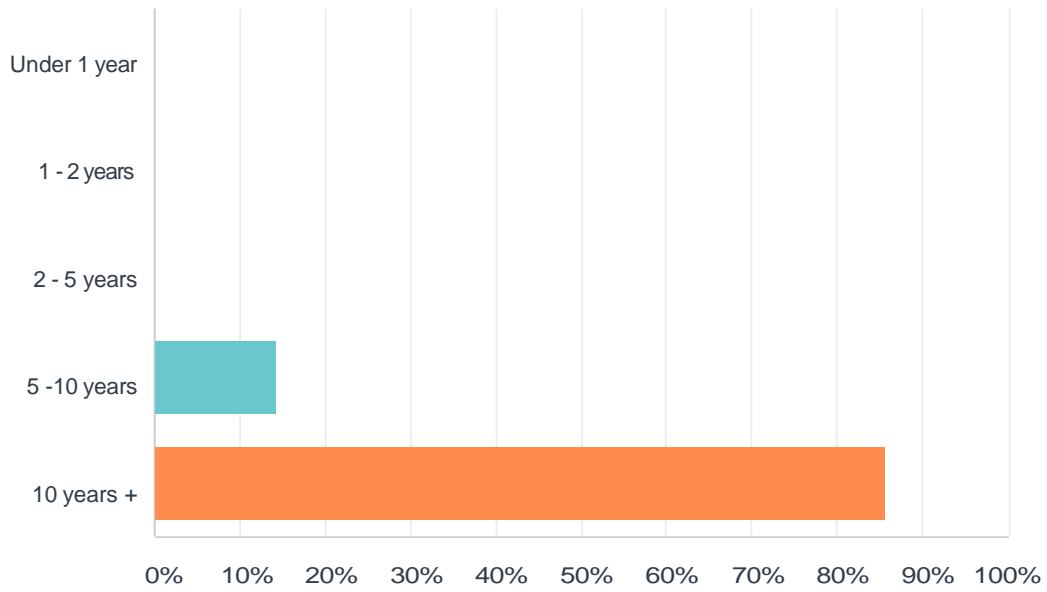
How many years have you worked for your current employer?



ANSWER CHOICES	RESPONSES	
Under a year	0.00%	0
1 - 2 years	0.00%	0
2 - 5 years	42.86%	3
5 - 10 years	14.29%	1
10 years and above	42.86%	3

Total Respondents: 7

How many years have you worked in the trucking industry?



ANSWER CHOICES	RESPONSES	
Under 1 year	0.00%	0
1 - 2 years	0.00%	0
2 - 5 years	0.00%	0
5 -10 years	14.29%	1
10 years +	85.71%	6

Total Respondents: 7

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	42.86% 3	14.29% 1	28.57% 2	0.00% 0	14.29% 1	7
In general, I look forward to going to work and enjoy what I do.	28.57% 2	28.57% 2	28.57% 2	0.00% 0	14.29% 1	7
I feel physically safe at my place of work and when doing my job.	42.86% 3	57.14% 4	0.00% 0	0.00% 0	0.00% 0	7
I feel psychologically safe at my place of work and when doing my job.	28.57% 2	57.14% 4	14.29% 1	0.00% 0	0.00% 0	7
I feel appreciated and respected by my direct supervisors and fellow employees.	42.86% 3	28.57% 2	28.57% 2	0.00% 0	0.00% 0	7

Summary:

Overall, **Transpro** employee responses demonstrate a positive level of employee engagement. However, the neutral responses across this question set, as well as the disagreement, should not be overlooked.

The statement with the most 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.

However, there are two statements with response spread that should be probed further including:

- Employees looking forward to coming into work and enjoying what they do.
- Employees feeling appreciated and respected by their direct supervisors and fellow employees.

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.	28.57% 2	42.86% 3	14.29% 1	14.29% 1	0.00% 0	7
The leaders at my company communicate organizational values and encourage us to demonstrate these values in our work.	42.86% 3	28.57% 2	14.29% 1	0.00% 0	14.29% 1	7
Company leadership makes an effort to answer any questions, concerns or suggestions that I have.	42.86% 3	42.86% 3	0.00% 0	0.00% 0	14.29% 1	7
Positive relationships across departments and levels (e.g., managers, drivers, dispatch, maintenance, etc.) are encouraged and supported.	42.86% 3	57.14% 4	0.00% 0	0.00% 0	0.00% 0	7

Summary:

Once again, most surveyed **Transpro** employees responded positively to these questions.

However, based on the neutral and disagree responses, attention should be paid to:

- Leadership serving as positive role models for employees.
- Leadership communicating organizational values and encouraging employees to demonstrate these values.

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.	42.86% 3	42.86% 3	14.29% 1	0.00% 0	0.00% 0	7
I feel that the equipment that I use is safe and well-maintained.	42.86% 3	57.14% 4	0.00% 0	0.00% 0	0.00% 0	7
Most of the systems and processes here support us getting our work done effectively.	42.86% 3	57.14% 4	0.00% 0	0.00% 0	0.00% 0	7
My total rewards package is competitive with what I would receive for a similar role in the market.	14.29% 1	42.86% 3	14.29% 1	0.00% 0	28.57% 2	7

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, **Transpro** exceeded the benchmark for this question.

One area that warrants attention is the **total rewards package** offered to employees. We encourage all fleets to review their total compensation and benefits packages on an annual basis.

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.	28.57% 2	71.43% 5	0.00% 0	0.00% 0	0.00% 0	7
I receive appropriate rewards and/or recognition for a job well done.	28.57% 2	42.86% 3	14.29% 1	0.00% 0	14.29% 1	7
Day-to-day decisions here demonstrate that quality and improvement are top priorities	28.57% 2	42.86% 3	28.57% 2	0.00% 0	0.00% 0	7
I feel that my company supports a philosophy of work/life balance.	0.00% 0	100.00% 7	0.00% 0	0.00% 0	0.00% 0	7

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.

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

- **Rewards and recognition** – the response spread for this question suggests that a further examination of the company’s rewards and recognition systems and approaches would be warranted.
- **Day-to-day decision making** – the response spread for this statement also suggests that further investigation could be beneficial.

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	14.29% 1	57.14% 4	0.00% 0	28.57% 2	0.00% 0	7
I believe there are good career opportunities for me at this company.	28.57% 2	42.86% 3	14.29% 1	14.29% 1	0.00% 0	7
This is a great company for me to make a contribution to my development.	42.86% 3	28.57% 2	14.29% 1	14.29% 1	0.00% 0	7
I feel that I have completed the right training to carry out my job safely and efficiently.	42.86% 3	42.86% 3	14.29% 1	0.00% 0	0.00% 0	7

Summary:

The *Development* question set received the most response spread amongst surveyed employees. This suggests that Transpro leadership may want to gather further employee feedback on this area and prioritize employee learning, training, and development during strategic planning.

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

RESPONSES (Randomized)

1. Safety 2. Plenty of time off at home when needed.

Transpro pays what they promise.

I like the organization, the safety practices, the respect, and the recognition of what we do. The understanding, the seriousness and the professionalism of the staff. Also, I have to say about the equipment - they are always in good condition and if we need repairs, they do it right away.

Ensuring tractors fixed/repared before pulling out on the road.

Team building

Recruitment and retention of drivers is very good.

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

RESPONSES (Randomized)

Buying stuff, we don't need instead of paying employees well.

Driver Pay, Compensation, and Benefits, need to be updated to catch up with other carriers who have increased pay to reflect current market conditions. No compensation or bonus pay for length of service. No compensation or bonus for maintaining a clean CVOR since day 1. Limited, or no opportunities available to advance within the company.

Snow removal in driver's tractor lot.

Keeping employees happy.

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

RESPONSES (Randomized)

No advice... Transpro is taking care of their employees better than many other companies.

We have a very good driver's room - with coffee machine, filtered water, tv, etc. Not many companies offer that. which fills me with pride to be working there. .

Great communication response after hours

Managers, including my direct manager, has an interest in me, and I appreciate that.



**Top Fleet
Employers**



**TruckingHR
Canada**