

# MERCER Climate and Commitment Survey 2022

*Frequency: every two years*

2022 Climate and Commitment Survey

## 2022 Talent Trends and Conceptual Framework

# MERCER Climate and Commitment Survey 2022

## 5 Global Talent Trends, 2021-2022: “The Rise of Relationship-Based Organizations”

About the Study: Employees, HR professionals and executives from 13 sectors and 16 geographic locations expressed the importance of learning how to relate in these times of change

### Readjusting what is relevant

Accelerating the adaptive capacity of employees by building resilience and sustainability that enhances the connection with the Purpose.



### Working collaboratively

Enabling equitable, transparent and rewarding relationships by defining golden rules for the new work modalities



### Offering total well-being

Creating a healthy work environment in which employees perceive relevant benefits to achieve comprehensive well-being according to their expectations



### Enhancing employability

Connecting the organization’s future needs with management based on people skills



### Promoting collective energy

Evolving work environments to focus on human beings



# MERCER Climate and Commitment Survey 2022

## Our dynamic alignment model has had over 40 years of research

The **Dynamic Alignment model** defines the four components and their interactions that impact employee experience and business performance.

In order to create Dynamic Alignment, organizations must:

1. Confidence
2. Strategic Approach

8. Performance Activation
9. New Work Modalities

3. The Effectiveness of Leadership
4. Agility and Innovation

5. Diversity and Inclusion
6. Employee Experience
7. Equitable Rewards



Having alignment between these factors, which will influence the organization's capacity to drive performance.

The Dimensions surrounding the Model are the reflection of the Organization's management of Employee Experience (and comprise the Organizational Climate Index).

# MERCER Climate and Commitment Survey 2022

2022 Climate and Commitment Survey

## General Results







# MERCER Climate and Commitment Survey 2022

*The survey is conducted every two years.*

**Number of employees who responded the survey: 2252**

**Target employees: 2338**

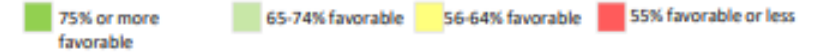
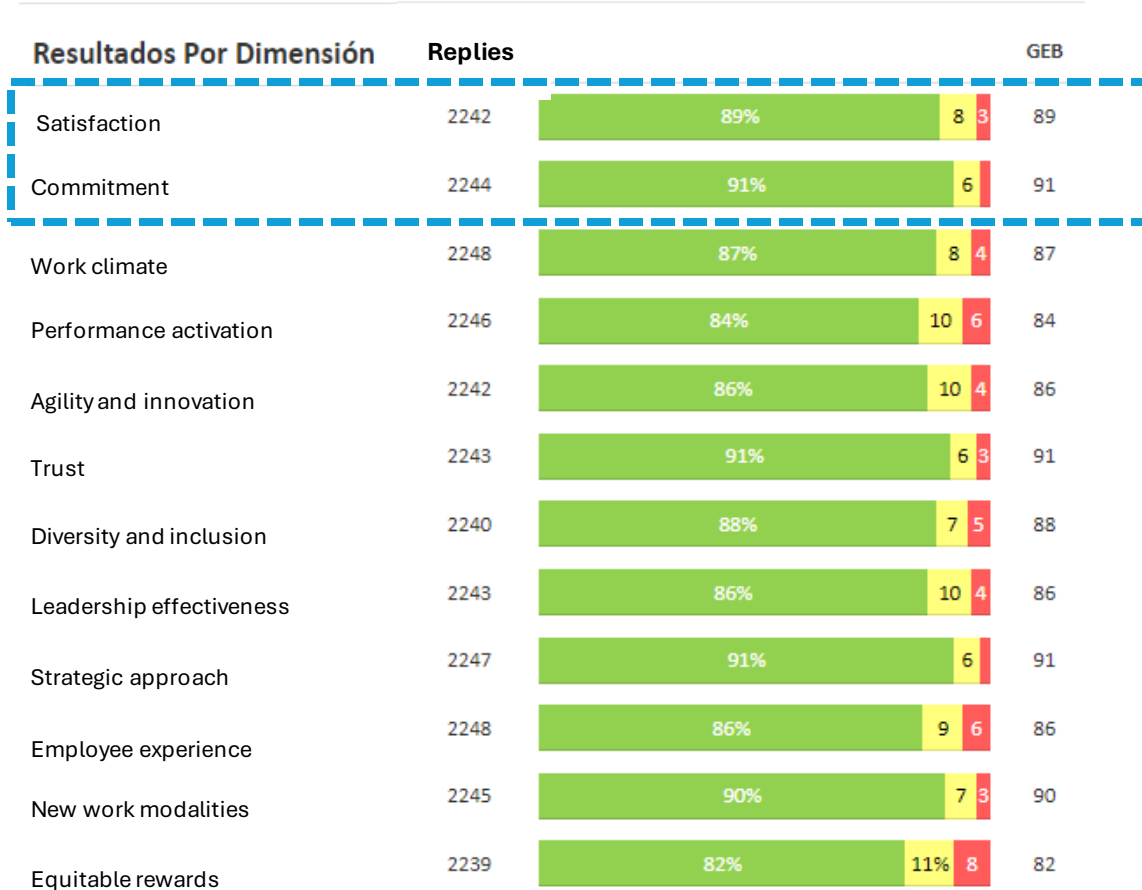
**% Employee coverage: 96%**

Date of last measurement: April 4 to April 29, 2022		
	<b>Survey</b>	<ul style="list-style-type: none"><li>• 62 closed-ended questions</li><li>• 3 open-ended questions</li></ul>
	<b>Confidentiality</b>	<ul style="list-style-type: none"><li>• A minimum of 5 respondents per microclimate</li><li>• A minimum of 10 comments to open-ended questions</li></ul>
	<b>Comparable Markets</b>	<ul style="list-style-type: none"><li>• <b>Colombia (+126 companies):</b> Grupo Argos, Nutresa, Comfama, Vanti, Continental Gold, Casa Luker, Grupo Empresarial Ecopetrol, ISAGEN</li><li>• <b>LATAM 75<sup>th</sup> percentile (+285 companies):</b> VISA, Haceb, FEMSA, Brenntag, Shell, Banco Santander, YPF, CMI, Tinguirrica Energía</li><li>• <b>Energy (+45 companies):</b> Minesa, Ecopetrol, Vanti, Isagen, Stakraft, Petróleos de Perú.</li></ul>
	<b>Measurement Modality</b>	<b>100%</b> Online



# MERCER Climate and Commitment Survey

## Results



### Participation: Good confidence levels from employees

Participation			
Company	Employees who participated	Target Employees	% of participation
<b>GEB</b>	<b>2252</b>	<b>2338</b>	<b>96%</b>
Cálidda	354	407	87%
Cantalloc	324	324	100%
CONECTA	131	132	99%
Contugas	125	127	98%
Corporativo	281	302	93%
Electro Dunas	239	239	100%
TGI	452	454	99%
Transmisión	346	353	98%

With respect to the aspects of **Job Satisfaction** and **Purpose**, the survey includes two questions that allow us to measure these aspects:

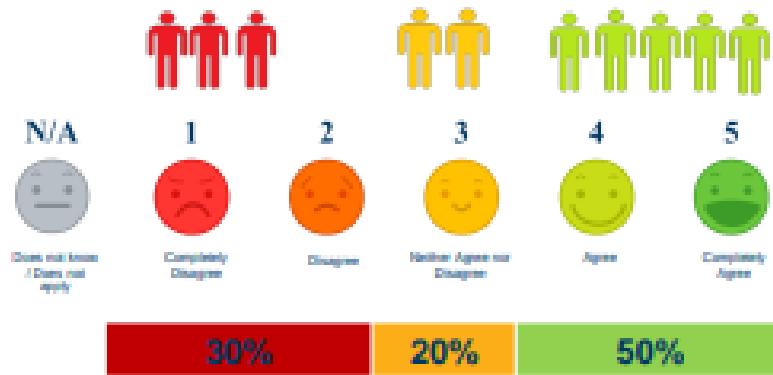
- How would you rate your overall satisfaction level at the company at this time?
- I have the motivation to do more than what is normally expected for my company to achieve results.

# MERCER Climate and Commitment Survey

## How to read the results.

**For example:**

My job allows me to achieve a balance between my work and personal life.



The results must be considered...	If the favorability % is...
Areas for Improvement	55% or less
Service area	56-64%
Moderate strength	65-74%
Strength	75% or more

How differences are shown with respect to 2019 / comparable markets.

Regulation	Type of Difference
+3	Not significant
+7	Positively significant
-5	Negatively significant
--	No comparison

When is a difference significant?

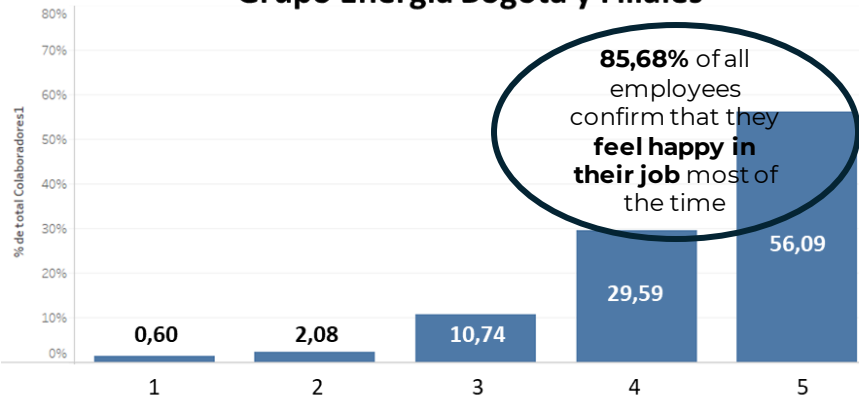
Answers	Less than 50	50 to 100	More than 100
Significant Difference	+/-15%	+/-10%	+/-5%

# Organizational Culture Assessment Index (OCAI)

## Survey results 2023 (excerpt)

### I feel happy at work most of the time:

Grupo Energía Bogotá y Filiales



Data sheet

**Total no. employees at time of survey:** 2.591

**No. employees that responded the survey:** 2.366

**% coverage:** 91,32%

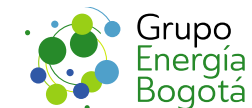
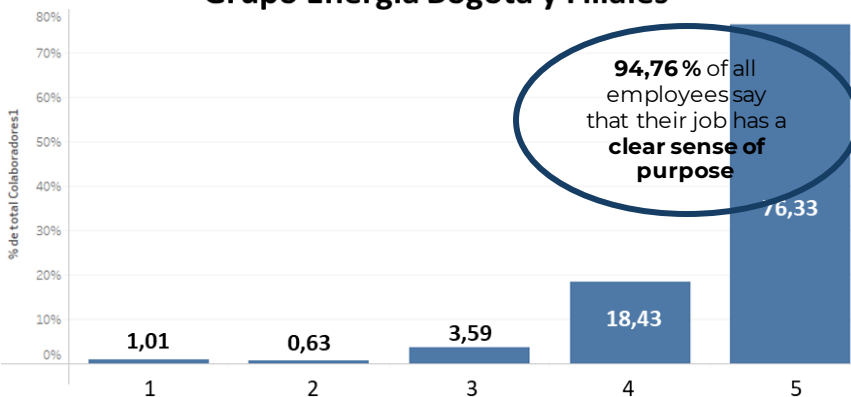
**% reliability:** 95%

**Reliability interval:** 5%

**Survey dates:** November 24 to December 5, 2023

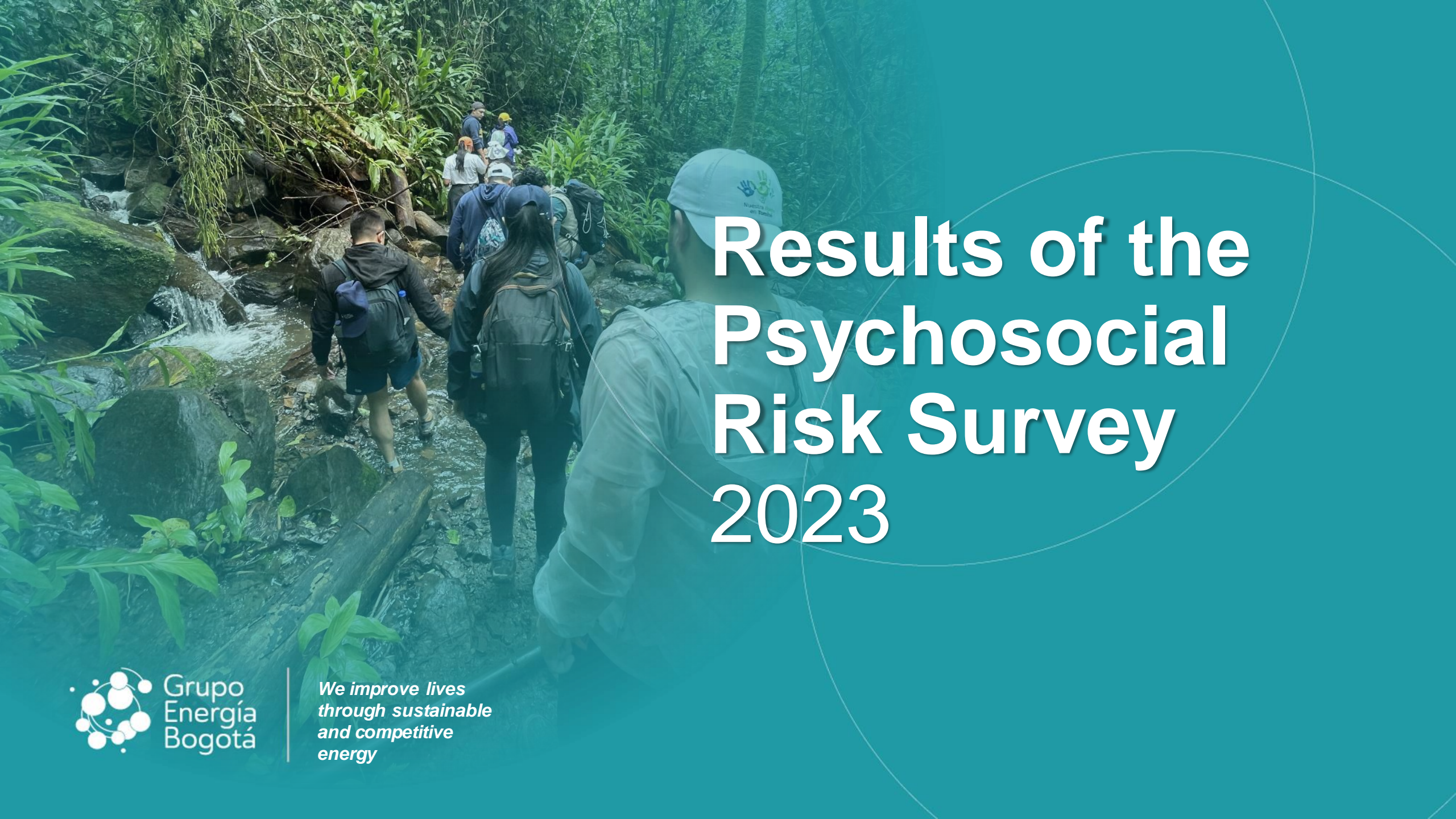
### My work has a clear purpose:

Grupo Energía Bogotá y Filiales



Mejoramos vidas  
con energía  
sostenible  
y competitiva



A group of people, including a man in the foreground wearing a light blue cap and a woman with a large backpack, are hiking through a dense, green forest. A stream with a small waterfall flows through the scene. The background shows more hikers and a large tree trunk.

# Results of the Psychosocial Risk Survey 2023



Grupo  
Energía  
Bogotá

*We improve lives  
through sustainable  
and competitive  
energy*

# General Results of the Psychosocial Risk Survey

Emotional Well-being (Program: Vivamente)



Coverage  
**74%**

GEB and Enlaza employees who responded the survey

Total 576 employees as of August 2023



**79%** **Low Level**

Risk Level

Consolidated Psychosocial

## Survey Dimensions

### Intra-occupational dimension



**78%**

**Low risk**

**22%** Expresses difficulties related to control over work

**32%** Expresses difficulties related to workload

### Extra-occupational dimension



**83%**

**Medium risk**

**25%** Expresses difficulties related to mentally disconnect from work outside office hours

**20%** Expresses difficulties related to personal life

### Stress Conditions



**14%**

**Low risk**

**5%** Of employees at high risk


The main symptoms were neck and back pain.


The categorization of risk will be updated by applying the new psychosocial risk battery in the last quarter of 2025 (Newsletter 064 of 2020 of the Ministry of Labor).


# General Results of the Psychosocial Risk Survey

## Physical Health and Habits (Program: Vitality)

### Employees with Cardiovascular Risk


 **35.5%** overweight  
**10%** obese


 **3.8%**  
Hypertensive

 **33%** dyslipidemia  
(elevated cholesterol and triglycerides)


### Habits of Employees


 **2.47%**  
Smokers

 **14.45%**  
Occasional alcohol consumption

 **61.6%** sedentary  
\*less than 30 minutes a day of regular exercise, less than 3 days a week

### Frequent Diagnoses in Employees

 **68.6%**  
refractive disorders

 **11.5%**  
Musculoskeletal symptoms

**3.61%**  
Varicosities