

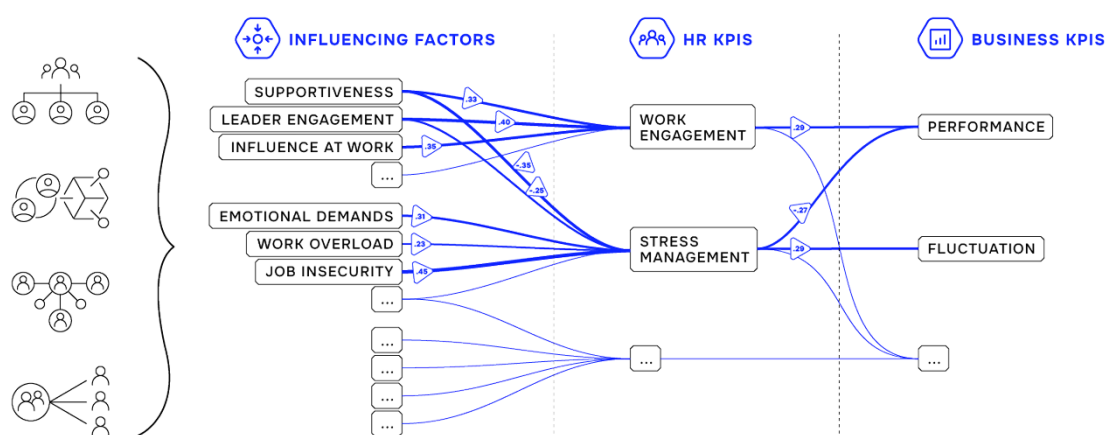


# **THE COMPANY HEALTH CHECK – by atwork**

20.06.2025

# Holistic Scientific Background

- Compared to traditional measurement solutions, the atwork suite relies on a more comprehensive scientific foundation based on a multitude of statistical correlations between established HR research models, HR KPIs and Business KPIs and their influencing factors (“action areas”).
- Instead of considering isolated research models to measure individual HR KPIs (e.g., Employee Engagement), atwork *combined* renowned research models into *one* framework, the **atwork Meta Model**, to generate a holistic measurement solution that considers common HR KPIs and their relationship to Business KPIs.



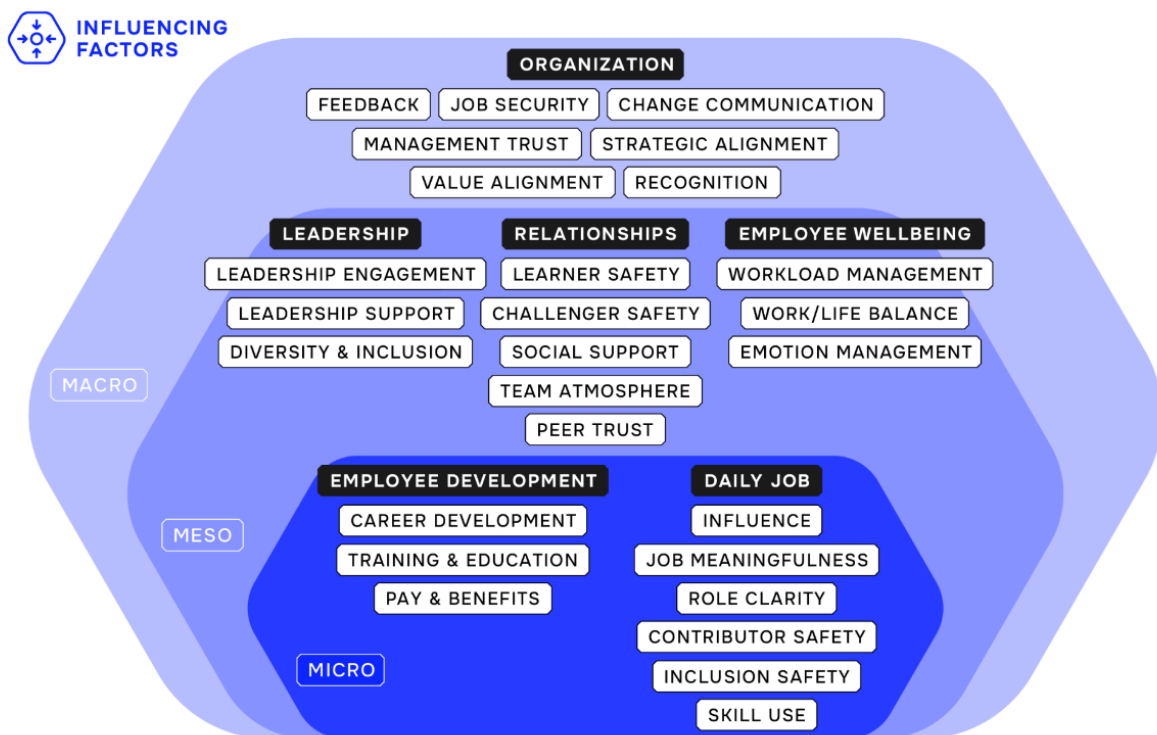
Excerpt of atwork's Impact Framework

## The atwork Company Health Check

- atwork’s Meta Model is the foundation on which the atwork Company Health Check was developed.
- The atwork Company Health Check is a comprehensive analysis of your **organizational effectiveness**, efficiently blending numerical and open-text questions to ensure reliability and offer detailed insights.
- It **considers the individual employee as well as the organizational context**. It covers **six key Health Indicators** (Organization, Leadership, Relationships, Daily Job, Employee Development, Employee Wellbeing) and their relationship to **four success-critical HR KPIs** (Employee Engagement, Intention to Stay, Stress Management, Organizational Commitment).
- All the abovementioned Health Indicators and HR KPIs **directly or indirectly influence Business KPIs** such as overtime, absenteeism, employee turnover, and more. atwork can predict, simulate, and quantify the impact that improvements in Health Indicators and HR KPIs have on your Business KPIs.

# The Six Health Indicators

- **Organization** assesses the structural and cultural aspects of a workplace, including elements that collectively contribute to a supportive work environment, foster employee engagement, build trust, and align personal and organizational goals for long-term success.
- **Relationships** reflects the quality of interpersonal interactions and support within a team. It measures elements that collectively foster a collaborative, trusting, and supportive workplace that enhances daily employee engagement and team cohesion.
- **Leadership** captures the extent to which employees believe their immediate supervisor is able to support them in their work. This includes how easy it is to get support when needed, how attentive job satisfaction is promoted and how good the leadership, commitment, and overall quality of management of the team is.
- **Daily Job** considers to what extent employees feel valued and clear about their roles, as well as whether they feel their skills are being leveraged, fostering motivation and job satisfaction
- **Employee Development** assesses key growth aspects within a company, evaluating employees' clarity on career progression, satisfaction with development opportunities, and contentment with compensation, which is important for motivation and retention.
- **Employee Wellbeing** provides a comprehensive view of the immediate work environment and its impact on employees, highlighting the importance of manageable workloads, balanced lifestyles, and emotional well-being in fostering a positive and productive workplace.



atwork's 6 Health Indicators

# The Four HR KPIs Health Indicators

- **Engagement** reflects the degree to which employees feel connected, inspired, and supported within their work environment. Engagement is divided into physical, cognitive and emotional engagement, describing the degree at which employees are with hands, head and heart at work.
- **Intention to Stay** assesses an employees' inclination to remain with their organization over time. Essentially, it reflects the enduring commitment and loyalty employees feel towards the organization, influencing their decision to stay and contribute to its long-term success.
- **Organizational Commitment** encapsulates the profound sense of loyalty and reliable connection employees feel towards the organization, influencing their steadfast commitment to its mission, values, and success.
- **Stress Management** offers a perspective on the organization's approach to mitigating stress levels across its workforce. This HR KPI serves as a barometer for the organization to employee well-being and its proactive measures in maintaining a balanced and stress-resilient workplace.
- **Employee Wellbeing** provides a comprehensive view of the immediate work environment and its impact on employees, highlighting the importance of manageable workloads, balanced lifestyles, and emotional well-being in fostering a positive and productive workplace.