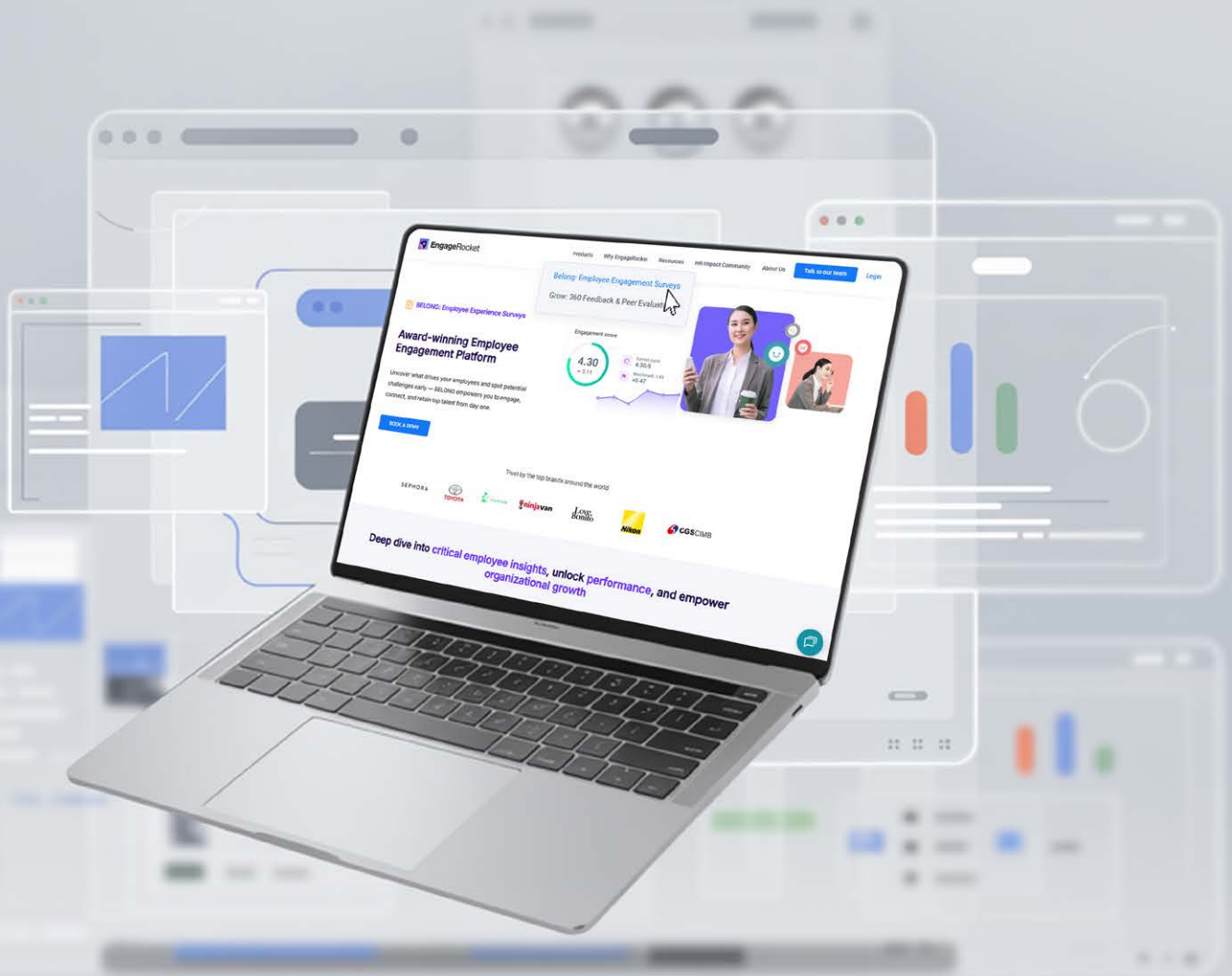


EngageSphere

Online Employee Engagement Survey Platform

(Powered by EngageRocket)



กว่า 18 ปีที่ผ่านมา **IMPRESSION** ได้ยื่นเคียงข้างองค์กรชั้นนำในประเทศไทย เพื่อช่วยองค์กรเข้าใจ เสียงและความผูกพันของพนักงาน ผ่านการทำความเข้าใจ ความเข้าใจเชิงลึก และการออกแบบวัฒนธรรมองค์กรที่แข็งแกร่ง เราได้เรียนรู้ว่าการฟังเสียง พนักงานไม่ใช่เพียงแค่การเก็บข้อมูล แต่คือ การสร้างสะพานเชื่อมความเข้าใจ ผลลัพธ์ ที่แท้จริงของ **Engagement Survey** ต้องนำไปสู่ การตัดสินใจเชิงกลยุทธ์ที่ขับเคลื่อน ธุรกิจได้จริง

วันนี้ **IMPRESSION** ได้ยกระดับประสบการณ์ทั้งหมดนั้นสู่

EngageSphere – Online Employee Engagement Survey Platform (Powered by EngageRocket)

EngageSphere คืออะไร?

EngageSphere คือ **Online Platform** ที่นำมาใช้ขับเคลื่อนงาน **Survey** ในด้านต่าง ๆ ด้วยเทคโนโลยี Cloud & AI ของ **EngageRocket** จากประเทศสิงคโปร์ (EX Platform อันดับหนึ่งของเอเชีย) ที่ได้รางวัลการันตีผลงานมาอย่างมากมาย และเป็น Platform ที่เป็นที่ยอมรับในแบรนด์ระดับสากลมากกว่า 18 ประเทศทั่วโลก มีผู้ทำแบบสอบถามแล้วมากกว่า 11 ล้านคน และได้มีการร่วมมือกับทาง **IMPRESSION** ในการนำ Platform นี้ มาให้บริการในประเทศไทย ให้แก่องค์กรที่สนใจและอยากยกระดับการดำเนินงานด้าน Survey ที่เป็นสากลแก่องค์กรที่มีการพัฒนาและเล็งเห็นถึงประโยชน์ในการใช้งานได้อย่างเป็นระบบแบบ Real Time มีการวิเคราะห์ผลอย่างชาญฉลาด ความแม่นยำ ด้วยระบบ AI สามารถโชว์ผลค่าคะแนนในรูปแบบ Dashboard ได้ทันที และความพิเศษที่สำคัญคือ องค์กร สามารถ Design ข้อคำถามได้เองร่วมกับทางที่ปรึกษา เพื่อให้เหมาะกับบริบทขององค์กรของท่านโดยเฉพาะ

Competing among top HR solution providers, **EngageRocket** has emerged as a trusted choice for organisations seeking data-driven employee engagement.



GOLD

-  **Best Employee Engagement Software**
-  **Best Employee Feedback & Recognition**
-  **Local Hero**

BEST EMPLOYEE ENGAGEMENT SOFTWARE

This category recognises companies that provide software solutions to help organisations improve employee engagement. Judges looked for providers who demonstrated the effectiveness of their software in measuring and improving employee engagement, as well as their ability to customise their services to meet the needs of their clients.

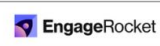
WINNERS	
GOLD	ENGAGEROCKET
SILVER	MERCER SINGAPORE
BRONZE	QUALTRICS

FINALIST	
EMPLOYMENT HERO	

ENGAGEROCKET

Founded in 2016, EngageRocket is an IMDA-accredited cloud-based technology and advisory company that focuses on enhancing the employee experience from hire to retire. Its technology enables continuous listening and real-time analytics, facilitating impactful decisions and supporting organisational change. The team's signature suite of solutions includes Belong (employee engagement experience), Grow (multi-rater feedback), and PerformAI (continuous performance review).

Website: <https://www.engagerocket.co>
Email: hello@engagerocket.co



MERCER SINGAPORE

Mercer believes in building brighter futures by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and wellbeing. Allegro, an active listening platform, seeks to revolutionise employee pulse surveys equipped with built-in analytics capabilities, real-time insights, and global benchmarking resources. The platform runs in 63 languages, with a library that spans more than 200 pre-validated questions.

Website: <https://www.mercer.com.sg>
Email: huijuan.quek@mmc.com



QUALTRICS

Qualtrics helps HR teams demonstrate and grow their impact by engaging teams, improving manager effectiveness, and making informed people and business decisions. The purpose-built EX Management Platform enables organisations to transform their EX strategies and take an evidence-based approach to managing their end-to-end EX. It drives change through real-time alerts and integrated workflows, as well as collaborative and guided action planning capabilities for managers and their teams.

Website: <https://www.qualtrics.com>
Email: press@qualtrics.com



EMPLOYMENT HERO

Employment Hero is on a mission to bring transparency to the employment marketplace. Its employee engagement software, Snap, is designed to foster a connected, motivated, and high-performing workforce. It combines employee surveys, performance management tools, recognition features, and internal communication channels into a single, cohesive system. The software includes customisable pulse surveys for real-time feedback from employees, as well as a recognition feature.

Website: <https://www.employmenthero.com>
Email: shereen.gill@employmenthero.com



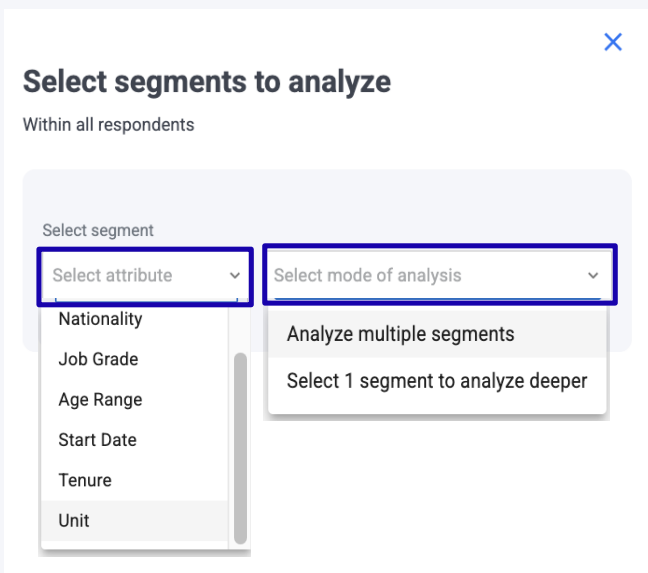
EngageSphere ให้บริการในหัวข้อใดบ้าง?

การให้บริการจากทาง EngageSphere จะมีหัวข้อที่นิยมอยู่หลัก ๆ ที่ให้บริการ 5 หัวข้อ ได้แก่

- 1 Employee Engagement Survey
- 2 Employee Experience Survey
- 3 Mini-Pulse Survey
- 4 Mental Health
- 5 Work-Life (Well-Being / Stress / Burnout)

ตัวอย่าง Dashboard และ Report ที่ท่าน สามารถ Download หรือ ดูค่าคะแนนได้แบบ Real Time

Segment Selection for Targeted Data Analysis and Insights



With **Segment Selection** in Hotspot, you can customize your analysis in two simple steps:

- Select Attribute** – Choose the attribute you want to analyze, such as *Nationality, Job Grade, Age Range, Start Date, Tenure, or Unit.*
- Select Mode of Analysis by:**
 - Analyze multiple segments** to compare different groups side by side.
 - Select 1 segment to analyze deeper** when you want to focus on a specific group for more targeted insights.

This flexibility helps you customize your data exploration from broad comparisons to deep dives making your analysis more relevant and actionable

This targeted analysis helps you identify trends and insights relevant to particular respondent groups, enabling more tailored action planning. After selecting your desired segment, results will be displayed directly on the **Hotspots Chart** for further review.

* **Expand or collapse the list of related questions** by clicking on the driver's name. This interactive function allows you to toggle the question view on demand, providing immediate access to detailed questions-level insights when needed.

Hotspots chart																
Columns: Dimensions Set up columns																
Segments	Participation	eNPS	Overall score	Engagement	Overall, I am satisfied with...	Nebula Singapore...	I am proud to work at...	Even if offered a...	Performance Enablement	I feel I am productive...	The key processes...	I have access to the...	I am satisfied with my...	Purpose & Mission	Nebula Singapore...	I feel that the work I'm...
All respondents	41/50 (82%)	-7	55%	59%	66%	68%	54%	46%	52%	49%	56%	56%	46%	61%	59%	63%
Layer 1: Analyzing unit																
Brand & Content (Sales & Marketing > Brand & Co...) View more	3/4 (75%)	67	74%	75%	100%	67%	67%	67%	58%	33%	100%	67%	33%	84%	100%	89%
Customer Success & Support (Customer Success & Support)	4/5 (80%)	25	65%	69%	75%	75%	75%	50%	69%	75%	75%	75%	50%	75%	75%	50%
Engineering (Technology & Product > Enginee...) View more	5/7 (71%)	40	49%	65%	60%	80%	60%	60%	35%	20%	60%	20%	40%	70%	80%	33%
Finance & Administration (Finance & Administration)	4/5 (80%)	-75	40%	31%	50%	75%	0%	0%	56%	50%	75%	50%	50%	50%	50%	25%

Download Your Analysis for Sharing and Review

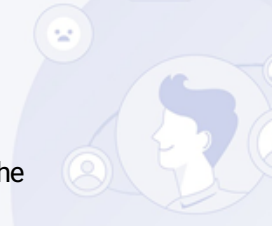
Columns: Dimensions [Set up columns](#)

Download is queued and will be sent to your email ✕ [Download hotspots data \(.xlsx\)](#)

Participation	eNPS	Overall score	Engagement	Overall, I am satisfied with...	Nebula Singapore...	I am proud to work at...	Even if offered a...	Performance Enablement	I feel I am productive...	The key processes...	I have access to the...	I am satisfied with my...	Purpose & Mission	Nebula Singapore's...	I feel that the work I'm...	Well-being
41/50 (82%)	-7	55%	59%	66%	68%	54%	46%	52%	49%	56%	56%	46%	61%	59%	63%	50%
3/4 (75%)	67	74%	75%	100%	67%	67%	67%	58%	33%	100%	67%	33%	84%	100%	67%	89%
4/5 (80%)	25	65%	69%	75%	75%	75%	50%	69%	75%	75%	75%	50%	75%	75%	75%	50%

After viewing your analysis, whether comparing multiple segments, you can easily **download the results in Excel format**.

Simply click the **Download (Excel)** button at the top right of your Hotspot results page, and the file will be sent to your registered email address. This way, you can review, share, or further analyze the data anytime you need.



EngageRocket helps you uncover insights quickly

Our platform equips leaders with insightful dashboards right after surveys close. They tie seamlessly to your structure and offer a feature-rich interface for analysis.

Screenshots are samples only and do not contain any real client data to protect confidentiality



SIMPLE AND INTUITIVE

- Aggregated data at your fingertips through a simple to understand dashboard



CUSTOMIZABLE

- Elements within the dashboards are built to provide the most impactful view of the data



HEADLINE RESULTS AND TRENDS

- Overall scores, including breakdown into dimensions and individual questions
- Real-time dashboards presenting summary insights to improve engagement and retention at all stages



DEMOGRAPHIC BREAKDOWNS

- Filter data by division or demographics of interest, with user access rights to control access to sensitive data



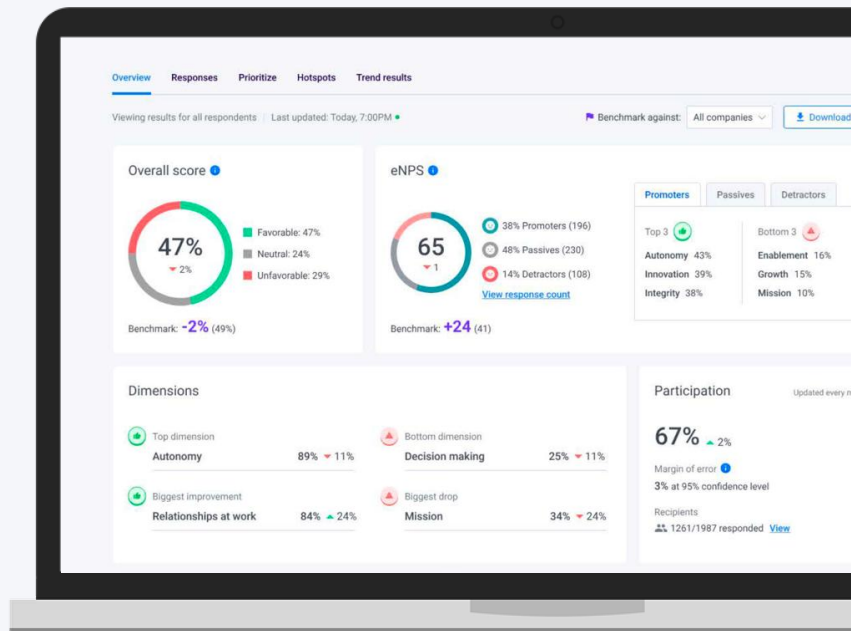
QUANTITATIVE AND QUALITATIVE RESULTS

- Including bubble charts and comment analysis based on topic and sentiment

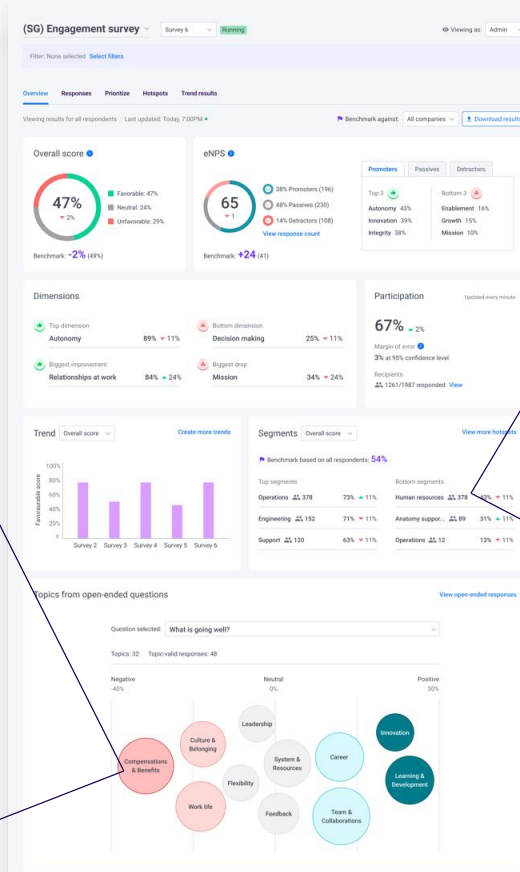
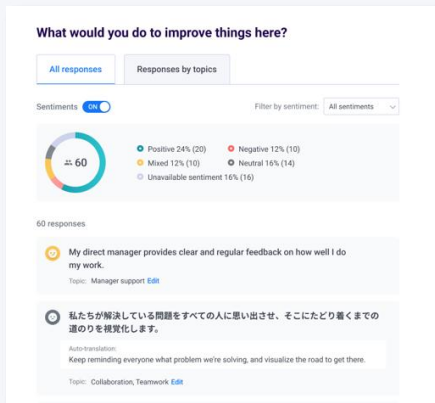


SIMPLE TO EXPORT

- Export into PDF and Excel reports, or export raw survey data retaining results and historical comparisons



Empower every leader with individualized dashboard with their team's results. Results are in real-time, enabling live participation tracking during survey period.

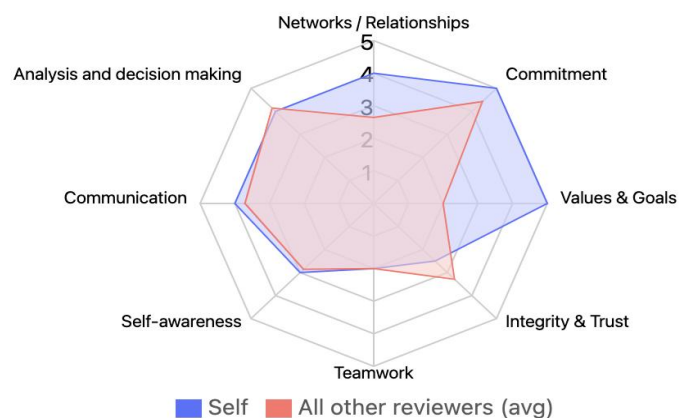


Gap analysis insights for intuitive developmental focus

Johari window



Spider chart



Overall score



HOW IS IT CALCULATED?

A score was calculated based on the following weightage:
Self: 0% Manager: 50% Direct Report: 20% Peer: 30%

Track participation in real-time throughout the survey period

[All respondents](#)
[Teams by managers](#)
[View created custom reports](#)
[Download compare segment data \(.xlsx\)](#)

Displaying results for 1200 respondents [Filter respondents](#)

Select segments Score Type: ☐ Mean score ☒ Favourable score

Segments	Participation	Overall score	eNPS	Discretionary effort	Growth	Intent to Stay	Pride
All respondents in survey	1200/1200 (100%)	60%	28	82%	55%	35%	34%
Department							
Accounting	53/53 (100%)	37%	25	28%	36%	45%	45%
Analytics	52/52 (100%)	66%	5	90%	58%	38%	29%
Billing	53/53 (100%)	65%	58	91%	60%	40%	28%
Business Processing	62/62 (100%)	60%	22	81%	53%	35%	37%
CEO Office	92/92 (100%)	61%	23	83%	51%	30%	28%
Customer Service	49/49 (100%)	28%	17	14%	22%	27%	45%
Engineering	48/48 (100%)	60%	32	81%	52%	42%	40%
Finance	52/52 (100%)	66%	53	90%	57%	35%	37%

Track participation live on EngageRocket platform, add / remove automated reminders

Home Insert Draw Page Layout Formulas Data

Calibri (Body) 11

Paste

A1

	A	B	C	D
1				
2	Attribute 1	Segment 1	Invited	Responded
3	Department	Accounting	53	53
4	Department	Analytics	52	52
5	Department	Billing	53	53
6	Department	Business		
7	Department	Processing	62	62
8	Department	CEO Office	92	92
9	Department	Customer Service	49	49
10	Department	Engineering	48	48
11	Department	Finance	52	52
12	Department	Human Resources	42	42
13	Department	Lab	49	49
14	Department	Legal	47	47
15	Department	Marketing	43	43
16	Department	Operations	52	52
17	Department	Procurement	50	50
18	Department	Product	55	55
19	Department	Quality Assurance	53	53
20	Department	Retail and Merchandising	50	50
21	Department	IT Management	49	49

Driver Fav Score Qn Fav Score Driver Unfav

Download participation report & share offline

Downloadable excel & PDF reports enable flexibility for further analysis

Overview Responses Prioritize Hotspots Trend results

Viewing results for all respondents | Last updated: Today, 7:00PM

Benchmark against: All companies [Download report](#)

Outcomes	Question/Description	Respondents Mean (excluding skew calculation)	Benchmark (all companies)	Benchmark (Industry X country)	Difference from Previous Cycle	% Favourable	% Neutral	% Unfavourable
Overall Score	This is an average of all questions that count towards eNPS Score	3.13	3.70627182	3.382260574	-0.03			
eNPS Score	How likely are you to recommend this organisation as...	28						
*eNPS Score is calculated by Npromoters - Ndetectors on an 11-point scale.								
Outcomes	Question	Respondents Mean	Benchmark (all companies)	Benchmark (Industry X country)	Difference from Previous Cycle	% Favourable	% Neutral	% Unfavourable
Alignment Total	At work, I have the opportunity to use my strengths every day.	3.59	3.93	3.41	1.50	53.13%	34.06%	12.82%
Accomplishment	My work gives me a sense of accomplishment.	4.01	3.96	3.54	1.676666667	51%	29%	20%
Action Total	Overall, I have seen improvements in Nebula's culture.	2.8	3.42	3.32	0.8	52.79%	1.08%	46.13%
Action	I believe action will take place as a result of this survey.	4	3.36	3.26	2.83%	1%	1%	98%
Alignment	I know how my work contributes to Nebula's strategy and goals.	4.02	3.36	2.47	2.353333333	83%	13%	4%
Autonomy Total	I am empowered to make decisions to do my job effectively.	4	3.58	3.36	0.666666667	83%	13%	4%
Autonomy	I am given the autonomy I need to do my best work.	4	3.54	3.33	1.333333333	52%	5%	43%
Communication Total	The communication I receive makes me feel connected to what's going on at Nebula.	3.14	3.64	3.53	-0.36	50.54%	10.17%	39.29%
Communication	There is open and honest two-way communication in this company.	2.25	3.58	3.54	-1.416666667	28%	13%	59%
Decision-making Total	My team is able to make decisions quickly.	2.28	3.7	3.71	-1.386666667	19%	18%	63%
Decision-making		2.28	3.7	3.71	-1.386666667	19%	18%	63%

eNPS 65

38% Promoters (196)

48% Passives (230)

14% Detractors (108)

Benchmark: +24 (41)

Top 3: Autonomy 43%, Innovation 39%, Integrity 38%

Bottom 3: Enablement 16%, Growth 15%, Mission 10%

Participation 67% ↑ 2%

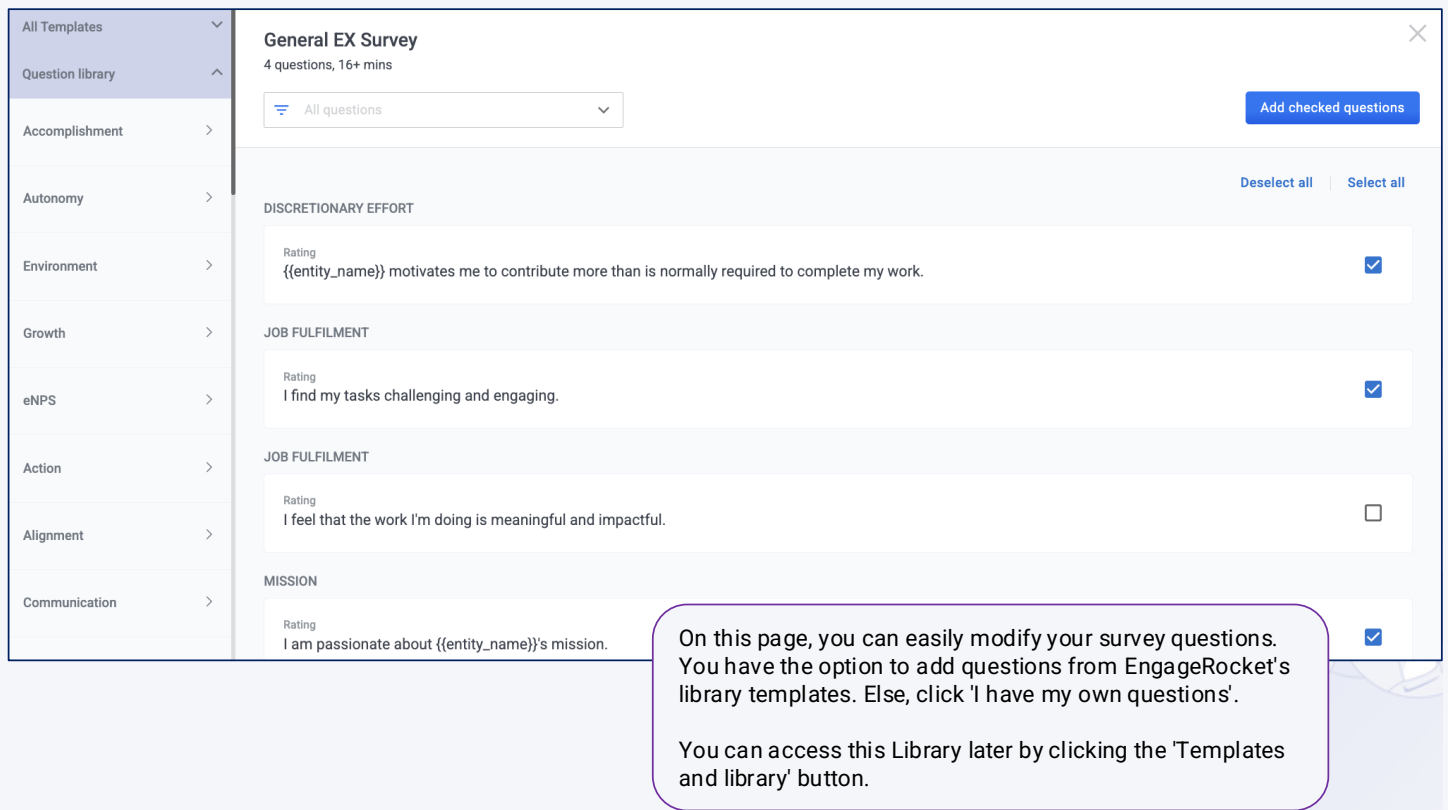
Margin of error 3% at 95% confidence level

Recipients 1261/1987 responded [View](#)

Bottom dimension Decision making 25% ↓ 11%

Biggest drop Mission 34% ↓ 24%

Question Library



General EX Survey
4 questions, 16+ mins

All questions

Add checked questions

Deselect all | Select all

DISCRETIONARY EFFORT

Rating
{{entity_name}} motivates me to contribute more than is normally required to complete my work. ☒

JOB FULFILMENT

Rating
I find my tasks challenging and engaging. ☒

JOB FULFILMENT

Rating
I feel that the work I'm doing is meaningful and impactful. ☐

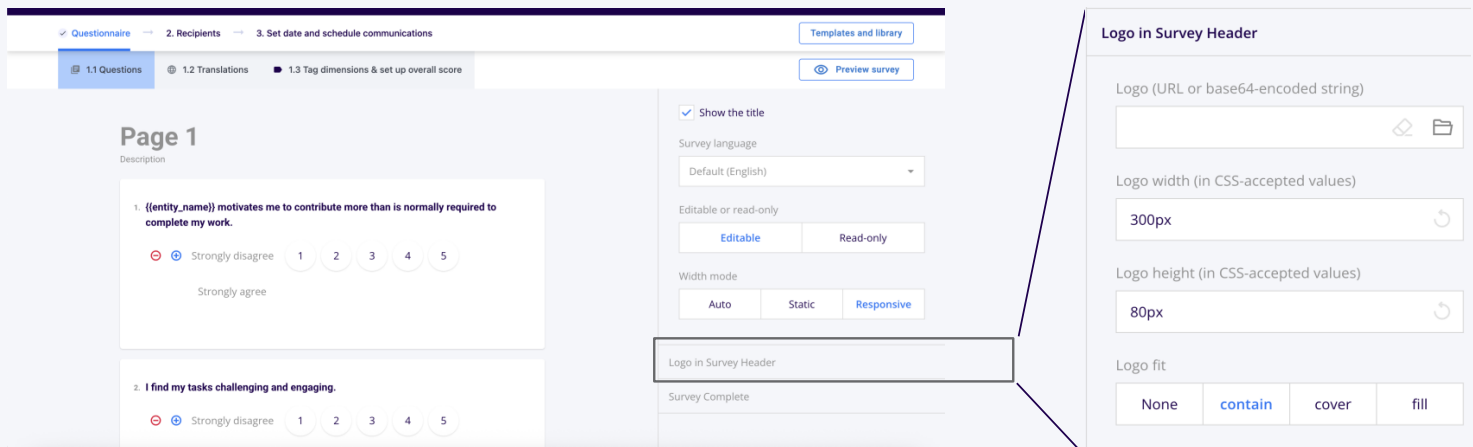
MISSION

Rating
I am passionate about {{entity_name}}'s mission. ☒

On this page, you can easily modify your survey questions. You have the option to add questions from EngageRocket's library templates. Else, click 'I have my own questions'.

You can access this Library later by clicking the 'Templates and library' button.

Edit Logo in Survey Header



Questionnaire → 2. Recipients → 3. Set date and schedule communications

Templates and library

Preview survey

1.1 Questions 1.2 Translations 1.3 Tag dimensions & set up overall score

Page 1
Description

1. {{entity_name}} motivates me to contribute more than is normally required to complete my work.

Strongly disagree 1 2 3 4 5 Strongly agree

2. I find my tasks challenging and engaging.

Strongly disagree 1 2 3 4 5 Strongly agree

Logo in Survey Header

Survey Complete

Logo (URL or base64-encoded string)

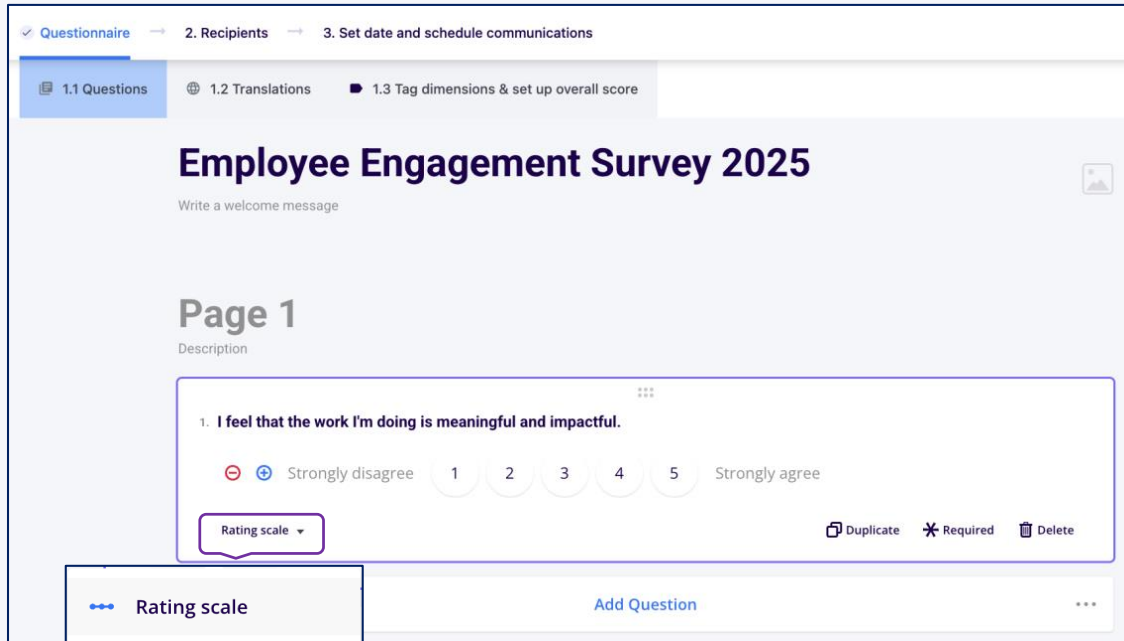
Logo width (in CSS-accepted values)
300px

Logo height (in CSS-accepted values)
80px

Logo fit
None contain cover fill

You can customize the Survey Header by uploading your company logo. This section allows you to personalize your survey, ensuring it reflects your branding and effectively engages participants from start to finish.

Question Type

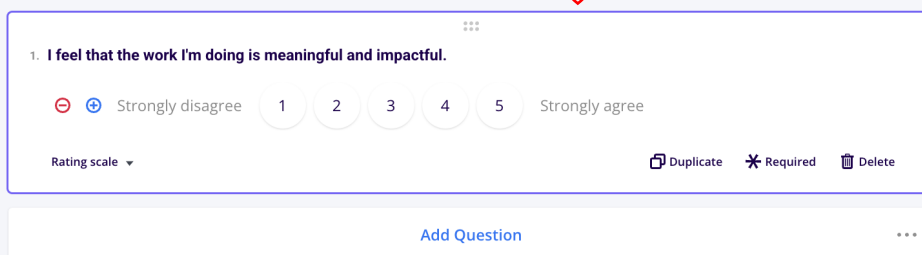
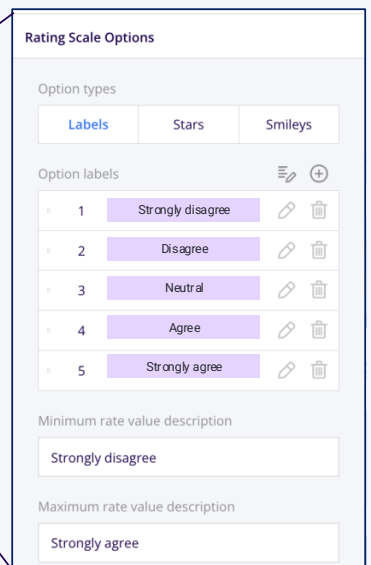


This section provides various options to customize survey questions based on specific needs. Different formats are available to collect responses in a structured and meaningful way. Selecting the appropriate question type ensures clarity and consistency in data collection, helping to gather valuable insights from participants.

Rating Scale Question

Page 1
Description

สามารถกำหนด Scale
ได้ตามองค์กรต้องการ

The Rating Scale question type allows users to gather feedback on a defined scale. On the right page, you can customize both the labels and value descriptions. Labels can be tailored to represent specific criteria or evaluation points (e.g., '1-5' scale).

The value description option allows you to define the range, such as from "Strongly Disagree" to "Strongly Agree," ensuring that each scale point is clearly understood by respondents. This customization improves the clarity of responses and enhances the quality of data collected.

WARNING: As of August 2025, the same Rating scale options will be enforced for all Rating scale questions in the Survey. If you change the options for 1 Rating scale questions, it affects the other Rating scale questions as well.

2.1 Translations

Questionnaire → 2. Recipients → 3. Set date and schedule communications

1.1 Questions | 1.2 Translations | 1.3 Tag dimensions & set up overall score

Default (English)

Title	Employee Engagement Survey 2025
Thank you message	Thank you for completing the survey! At {{entity_name}}, we appreciate your feedback!
page1	7987^q_perfreview
Question	I am satisfied with the performance review process at my organisation.
Comment area text	Leave a comment (Optional)
Minimum rate value description	Strongly disagree
Maximum rate value description	Strongly agree
7986^q_mission	
Question	I am passionate about {{entity_name}}'s mission.
Comment area text	Leave a comment (Optional)
Minimum rate value description	Strongly disagree
Maximum rate value description	Strongly agree

Save and continue

Templates and library | Survey settings | Preview survey

Language

Type to search...

- Tagalog
- Chinese Simplified - 简体字
- Traditional-chinese / 正體字
- Bahasa Indonesia
- Japanese / 日本語
- Korean / 한국어
- Bahasa Melayu
- Tamil / தமிழ்
- Thai / ไทย
- Vietnamese / Tiếng Việt
- Myanmar Saya / မြန်မာစာ
- Khmer / ខ្មែរ

Multiple language options can be selected for the survey. The language selection is available on the right side of the page. For any custom questions that are not from our library, translations can be added for each selected language.

Click 'Save and Continue' once finished to proceed to the next page.

เปลี่ยนภาษาได้
50 ภาษา

Manage Recipients

Employee Engagement Survey 2025

FILTER BY SEGMENTS

Business Units

Singapore

Remove

Singapore X

+ Add filter

Apply filter

Total: 2 segments

Search for segment

Singapore

Overseas

EMPLOYEE LIST

Manage employees

VIEWING 10 OF 76

Search for name/email

Select all

Add to recipient list (3) >

	FULL NAME	PREFERRED NAME	EMAIL ADDRESS
☒	Janice Wong	Janice Wong	janicewong@strangefruit.c...
☒	Aaron	Aaron	aaronphua@strangefruit.co
☒	Zubaidah Mahmood	Zubaidah Mahmood	zubaidahmahmood@strangefr...
☐	Yeoh Bee Lay	Yeoh Bee Lay	yeohbeelay@strangefruit.c...
☐	Yeo Yanling	Yeo Yanling	yeoyanling@strangefruit.c...

Filtering options are available to refine the participant list based on specific segments. This allows for targeted survey distribution by selecting recipients that meet certain criteria, such as department, location, or employment status.

Applying filters ensures that only the relevant participants are included, providing more accurate and meaningful survey results.

This option allows for managing the employee list, including adding those who are not yet available.

****To ensure the recipients list shows the correct participants, it is necessary to update the employee list first. Once the employee list is updated, the recipients list will reflect these changes for accurate survey distribution.**

5 ขั้นตอนง่าย ๆ เพื่อเข้ารับบริการ

1

นัดประชุมหารือกับทางที่ปรึกษาเพื่อประเมินแนวทาง
ในการดำเนินงานความเหมาะสมของการรับบริการแต่ละบุคลากร



2

เข้ารับฟังการใช้บริการ Platform



3

วางแผนดำเนินงานร่วมกันเพื่อกำหนด
ขอบเขตและระยะเวลาการทำงาน



4

ประเมินค่าใช้จ่าย

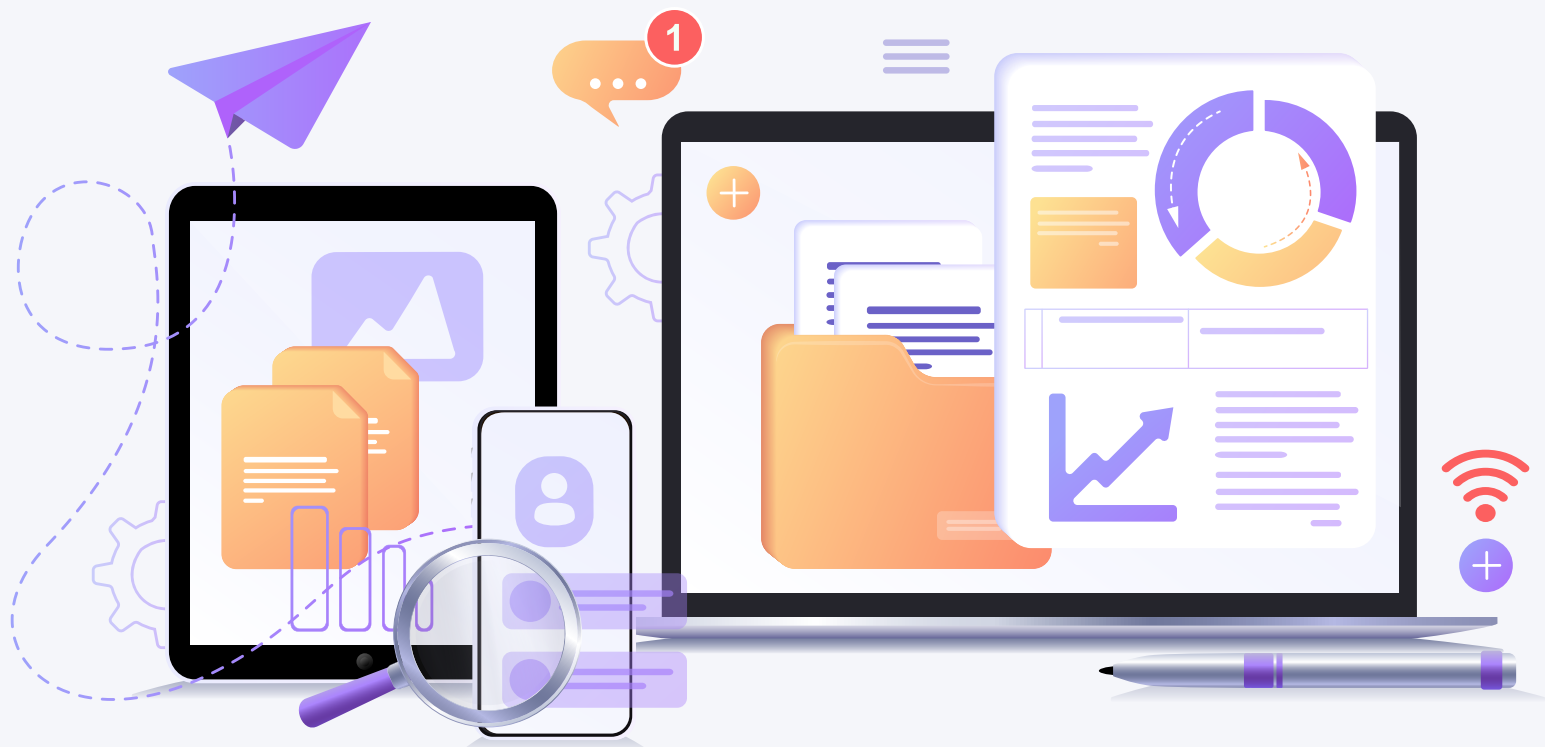


5

ดำเนินงานร่วมกันอย่างเป็นระบบ



IMPRESSION ช่วยดูแลระบบ
องค์กร เพียงแค่ดูผล Dashboard ได้แบบ Real-Time



EngageSphere



EngageRocket



ติดต่อเราเพื่อขอรับคำปรึกษาเบื้องต้นหรือดูตัวอย่างผลงานจริงจากหน่วยงานชั้นนำ

ผู้ประสานงาน : คุณเบญจวรรณ



02-921-7921 ต่อ 12 / 081-104-8424



benjawan@impressionconsult.com