



Name of your organization: Keysight Technologies

How do you use the People Insights Platform today?

Each year we develop the strategic objective for our employee listening program called myVoice. An important component includes capturing employee engagement along with uncovering sentiment during a given year's situation or environmental conditions impacted by external factors. -over the past few years, we have addressed employee needs around covid, economy, fires, etc. This allows us to uncover new information and develop strategies to strengthen behaviors specific the current climate. This involves one pulse survey and a follow up survey to capture team discussions and actions, enabling team dialogue and increased transparency.

Please share your EX Impact story. Detail your challenge, solution, and impact.

During the past three years, we set out to understand employee sentiment during harsh conditions. and the feedback enabled support of employees during difficult times. examples include support during fires, enablement of resources to work from home during the pandemic, link survey to launch of DEI strategy, harsh economic conditions in the past year, Discoveries led to providing tools and context through a corporate wide yearly training - the Keysight strategy activation. This past year the deployment of the Keysight strategy activation training was held back to allow for focus in delivering results during difficult macroeconomic conditions. the Pulse survey served as a catalyst to deploy the training and support materials which addressed some of the employee concerns.

Additionally, the survey is aligned to our strategic company objectives every year and helping guide the thinking of employees is very much part of supporting transformation and change within the company. While I could only select a category of this entry, transformation and change is very much part of this effort.

Which business outcome measures did your organization use to determine the impact on employees?

- Increased participation rates (surveys and listening events)
- Improved pride in the company, improved morale and sentiment
- Increased willingness to recommend the company's products and services
- Other

Do you have any additional KPIs/Metrics to demonstrate your impact on EX?

Exceptional participation - High participation rates indicate high engagement, trust, and shows people care. we saw an increase in participation from 5365 in 2021 to 10.4K in 2022 employees within one year and has been sustained over the past year when engagement was supposed to be bleak.



Employee engagement, psychological safety, and building a high-performance culture is reflected in the high scores on the questions related to employee's connection with their values and teams, their manager, and ability to speak up.

Employees clearly understand what is expected of them in their work.

Employees indicate they are confident in the future of the company and the mission of the company, and we will monitor these questions as there was a slight drop in scores, of 2 and 4 percent. Given it was a tumultuous year our scores are quite high contrasted with external landscape.

Employee sentiment on work mode and compensation is on par with other external company workforce trends.

10.1 K respondents or 63% response rate

94% - "I connect with my colleagues at least twice a month to discuss work priorities or offer each other support"

92% - "My manager checks in with me at least twice per month"

91% - "At work, I clearly understand what is expected of me"

respondents of follow up pulse survey indicated that 86% of managers discussed the survey results and actions with their teams

This past year, the ideas and comments indicated that employees were not fully understanding the macroeconomic conditions, and this led to more direct communication by leadership and through training.