



Co-funded by the
European Union



Resilience to Change: Building Strong Models for a Sustainable Business

Social partners supporting anticipation and management of change after COVID-19 : SPAM-COVID19

Presentation of Research
Michaela Vassallo





AGENDA

- 1.Context
- 2.Introduction
- 3.Main Findings - Employee Survey
- 4.Main Findings - Employer Survey
- 5.General Conclusion from both Surveys



Co-funded by
the European Union



CONTEXT

Our recent surveys, conducted with both **employees** and **employers**, garnered an impressive response, with approximately **200** participants.

The valuable insights we gathered will be channeled into the creation of a comprehensive manual, for our project, '**Regeneration Plan for Workplaces**'.

This manual will soon be made available, offering practical solutions and recommendations based on our research findings, carefully analysed and validated by our expert, Mr **Robert Debono**.



Co-funded by
the European Union

Presentation of Research

Introduction



The '**Social Partners Supporting Anticipation and Management of Change after COVID**' is an **EU-funded project** that has been dedicated to understanding and facilitating the **transformation** of **workplaces** in a **post-pandemic world**.

As part of our efforts, we conducted **surveys**, and today, we are excited to present some of the **key findings** that have emerged from our research. These insights are the result of extensive data collection and analysis, and they offer valuable perspectives on how organisations are **adapting** and **evolving** in response to the **challenges** posed by the COVID-19 pandemic.



Co-funded by
the European Union



MAIN FINDINGS - EMPLOYEE SURVEY

Job Changes Post-Pandemic

- 46.2% of employees reported job changes due to pandemic-driven transformations.
- 11.2% experienced extensive job changes.

• Workplace efficiency and Sustainability

- Nearly 46% found the workplace transformations made their workplace more efficient, resilient, and sustainable.
- 10.2% saw a 100% improvement.

A focus on business transformation Employee information



Co-funded by
the European Union



MAIN FINDINGS - EMPLOYEE SURVEY

Communication Assessment

- 28% of employees felt that the communication prior to transformation was weak.
- 20% had a neutral opinion.
- The remaining 52% found it satisfactory, strong, or excellent, with 15% rating it as excellent.



Co-funded by
the European Union

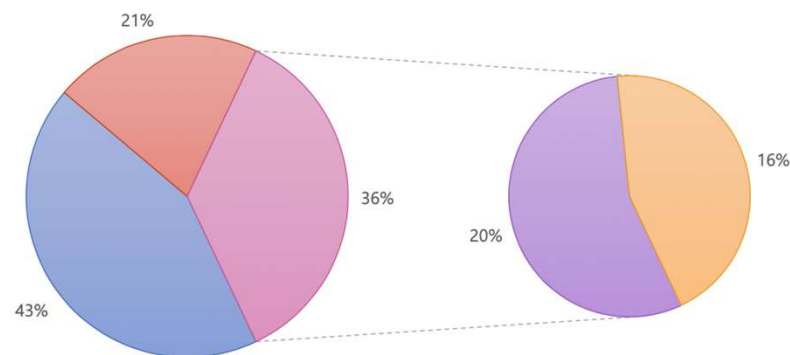


MAIN FINDINGS - EMPLOYEE SURVEY

Employee Perceptions of Change and Communication

- 43% felt changes were well-communicated and maintained control.
- About 21% felt uneasy despite good communication.
- 20% felt in control despite poor communication.
- 16% felt uneasy due to inadequate communication.

How were tasks or processes communicated to employees?

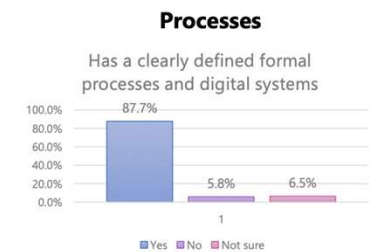
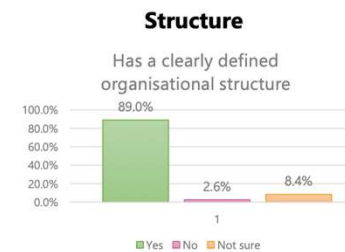


MAIN FINDINGS - EMPLOYER SURVEY



Business Strategy

- 81.2% of companies surveyed reported having a business strategy in place.
- 5% had no strategy, and 13% were uncertain about their strategy status.



Co-funded by
the European Union

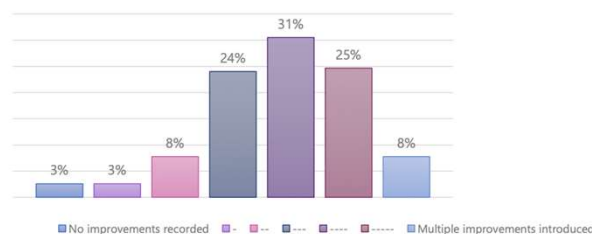


MAIN FINDINGS - EMPLOYER SURVEY

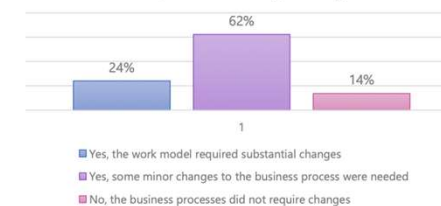
Impact on Efficiency, Resilience, and Sustainability

- Responses were positively skewed.
- 64% reported varying degrees of improvement in these areas.
- An additional 24% gave a neutral response.

Your company has improved its efficiency, resilience or sustainability as a result of the change in processes



The measures implemented required business process re-engineering effort



Co-funded by
the European Union

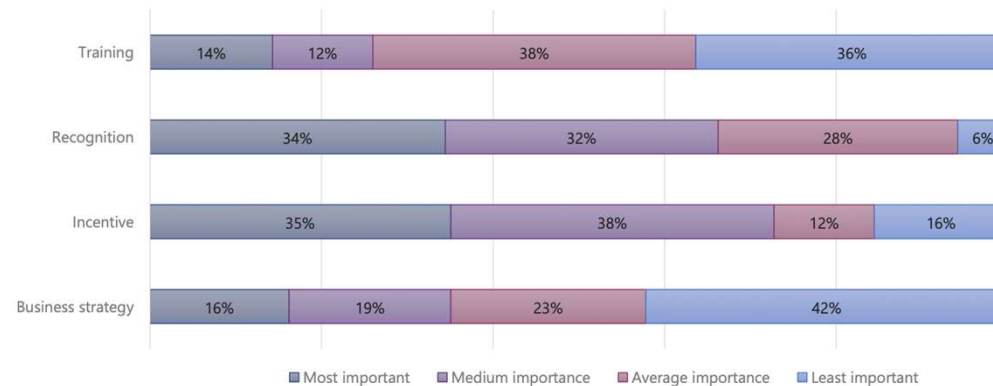


MAIN FINDINGS - EMPLOYER SURVEY

Employee Motivation Factors

- Recognition and Incentive were rated as the most important by employers (34% and 35%).
- 32% and 38% rated them as "medium importance."
- Business Strategy was considered most important by only 16%, and Training by 14% of employers.

Elements which increase employee motivation to perform duties successfully at work





GENERAL CONCLUSION

1. Challenges in Business Transformation

- Weak planning and communication between management and employees were identified as barriers to successful business transformation.
- Employees are receptive to change when they are actively involved and well-trained, preferring to work smarter, not harder.

2. Emphasis on Innovation

- Organisations acknowledge the need for continuous innovation to address rising competitive pressures, ensuring resilience and competitiveness.

3. Unexpected Findings

- Surprisingly, a notable proportion of employers reported no change in productivity post-transformation.
- Workplaces and processes were often perceived as more complex when changes were poorly engineered and solely focused on digitalisation.



THANK YOU



admin@maltaemployers.com



www.maltaemployers.com | www.regenerationworkplace.eu



[Regeneration Plan for Workplaces](#)



[Regeneration Plan for Workplaces](#)



Co-funded by
the European Union