



SURVEY RESULTS · H2 2026

Engagement Pulse

Commitment is rising and people have better support, but workload pressure is climbing too.



ORGANISATION

**Meridian Tech
Services**

IT & IT-enabled services, Bengaluru,
India

RESPONSES

564 / 720

78% response rate

COMPARED WITH

H1 2026

517 responses, 72%

Fictional organisation. Responses are simulated for illustration; every score, range, test and driver in this report was computed by the AXIS360 Pulse scoring engine.

EXECUTIVE SUMMARY

What the results say

Commitment is rising and people have better support, but workload pressure is climbing too.

78%

Response rate (564 of 720), was 72%

3.93

Strongest theme: Dedication

2▲ 1▼

Themes that genuinely improved / worsened since H1 2026

Key findings

- 1** Dedication rose significantly to 3.93, and job resources (support, feedback, a voice in decisions) improved the most, to 3.41.
- 2** Job demands also rose significantly, to 3.91. For this theme a higher score means more strain. It is highest in Delivery & Projects (4.17).
- 3** Energy (vigor) is flat at 3.57. It is the strongest driver of dedication ($\beta +0.36$), so sustained workload pressure is a risk to the gains elsewhere.
- 4** The weakest statements are about having a say in decisions and receiving useful feedback, both around 3.4.

About this module

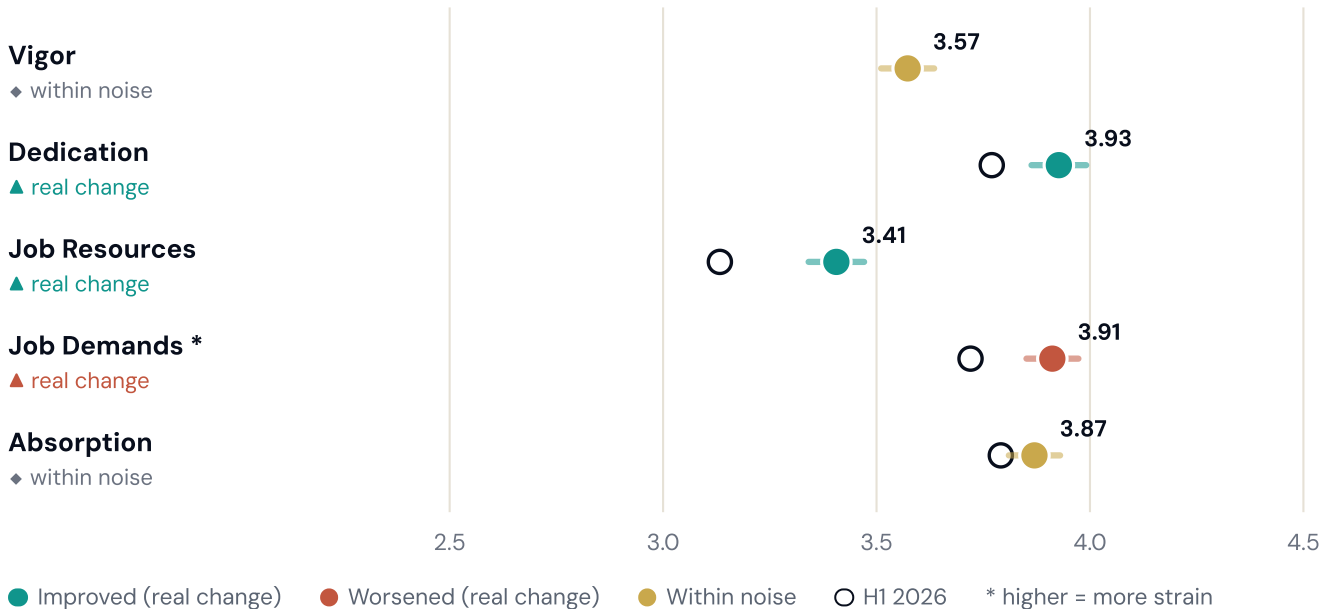
Measures vigor, dedication and absorption in the work itself, alongside the job resources and demands that drive them — grounded in Schaufeli & Bakker's engagement research and the Job Demands–Resources model.

Scale: 1 (strongly disagree) to 5 (strongly agree). Each person's answers are averaged per theme first, so everyone counts once.

SCORES BY THEME

Where the organisation stands

Filled dot: H2 2026 score with its 95% confidence range. Hollow dot: H1 2026. Only changes larger than chance would explain ($p < 0.05$) are marked as real change.



THEME	SCORE	95% RANGE	H1 2026	CHANGE	VERDICT
Vigor	3.57	3.51 – 3.63	3.57	0.00	within noise
Dedication	3.93	3.86 – 3.99	3.77	+0.16	▲ real change
Job Resources	3.41	3.34 – 3.47	3.13	+0.27	▲ real change
Job Demands (higher = more strain)	3.91	3.85 – 3.97	3.72	+0.19	▼ real change
Absorption	3.87	3.81 – 3.93	3.79	+0.08	within noise

BY TEAM

How each team experiences it

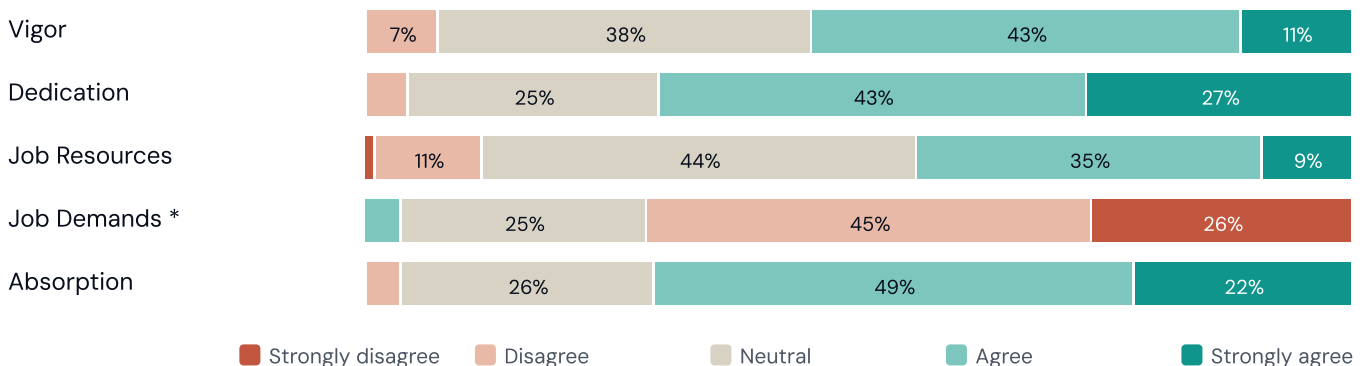
Scores for each team in H2 2026. Darker teal is stronger, terracotta is weaker (for strain themes, colours are reversed so red always means concern).

		Vigor	Dedication	Job Resources	Job Demands *	Absorption
Whole organisation	n=564	3.57	3.93	3.41	3.91	3.87
Engineering	n=207	3.72	4.00	3.53	3.77	3.98
Delivery & Projects	n=163	3.44	3.94	3.29	4.17	3.85
Customer Success	n=105	3.48	3.83	3.38	3.73	3.76
Sales & Marketing	n=57	3.50	3.81	3.25	4.12	3.75
HR & Finance	n=28	3.85	3.92	3.52	3.69	3.85
Leadership Office	n=4	hidden	hidden	hidden	hidden	hidden

Why is a team hidden? Any group with fewer than 5 respondents is never shown, so no one can work out who said what. Leadership Office had 4 respondents. Their answers are still included in the whole-organisation score.

How answers are spread

Each person's average for a theme, rounded to the nearest point on the scale. Averages can hide a split team; this shows it. For strain themes (*) the colours are reversed: agreeing means more strain.



FROM INSIGHT TO ACTION

Where to focus

What drives dedication

Key-driver analysis across 564 respondents: how strongly each theme moves dedication when the others are held equal (standardised β). Together they explain 54% of its variation.



Priority areas

Pulse ranks team-and-theme results with falling scores first, then the lowest, so emerging problems surface before they become the lowest scores. Each comes with a suggested starting point.

HR & Finance · Absorption: 3.85 declining -0.18

Discuss the result with the team and agree one change to try before the next wave.

Delivery & Projects · Job Resources: 3.29 flat +0.08

Keep the improvement going with regular one-to-ones focused on feedback and on involving people in decisions that affect them.

Delivery & Projects · Vigor: 3.44 flat -0.03

Watch for burnout signals in high-demand teams: leave uptake, after-hours messaging, recovery time after peak periods.

Delivery & Projects · Job Demands: 4.17 highest strain

Review workload and staffing in the most stretched teams; protect focus time and stop low-value work before adding new initiatives.

Strongest and weakest statements

Strongest

- **3.95** I am enthusiastic about my job.
- **3.93** My job inspires me.
- **3.91** I find the work that I do full of meaning and purpose.

Weakest

- **3.40** My opinion is genuinely considered in decisions that affect my work.
- **3.41** My manager gives me useful feedback on my work.
- **3.41** I have real opportunities to develop new skills here.

ABOUT THIS REPORT

How to read these results

Anonymity

Each person answered through a single-use link that carries no name or email. Results are only ever shown for groups of five or more; smaller groups are hidden everywhere, including in exports. Individual answers are never shown to anyone.

Scores and confidence ranges

Each theme is scored from 1 (strongly disagree) to 5 (strongly agree). Each person's answers are averaged per theme first, so everyone counts once regardless of how many statements a theme has. The 95% range shows how much a score could plausibly move with a different set of respondents: smaller groups have wider ranges.

Real change versus noise

Changes since H1 2026 are tested statistically (a two-sided z-test). Only changes with $p < 0.05$ are marked as real change; anything else is within the movement you would expect by chance and should not drive decisions on its own.

Key drivers

Key-driver analysis is a standardised multiple regression across respondents: it shows which themes move the outcome most when the others are held equal. It identifies associations, not proven causes.

The science behind the module

All statements are original wording grounded in published, citable research. No licensed or proprietary item banks are used.

This is a sample report. Meridian Tech Services is a fictional organisation and the responses are simulated. Every number in this report was produced by the AXIS360 Pulse scoring engine, exactly as it would be for a real client.

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