



Employee Engagement

2025-26



Employee satisfaction and engagement

Coforge utilizes its annual “My Voice” Employee Satisfaction Survey to gather actionable insights into employee engagement and workplace experience, directly informing continuous improvements in organisational practices.

This company-wide survey is administered online in a time-bound format and covers key dimensions through ~30 questions, including Basic Needs, Leadership Support, Recognition & Rewards, Teamwork, Growth Opportunities, Company Brand & Image, Communication, Work-Life Balance, Compensation and Benefits, Performance, and Training.

Detailed analytical reports are shared with HR Business Partners and leadership, enabling informed, data-driven decision-making through multiple analytical perspectives. Based on employee feedback, key focus areas are identified and targeted action plans are developed collaboratively by business leaders and HR to address gaps in engagement. The outcomes and action plans are communicated transparently to employees to keep them informed of the feedback and actions being taken.

The FY2025–26 “My Voice” survey recorded an overall participation rate of 82%, reflecting strong employee engagement and willingness to provide feedback. The Satisfaction and Commitment score stood at 78%, indicating a positive employee experience and strong workplace practices.

The survey identified key engagement drivers as





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