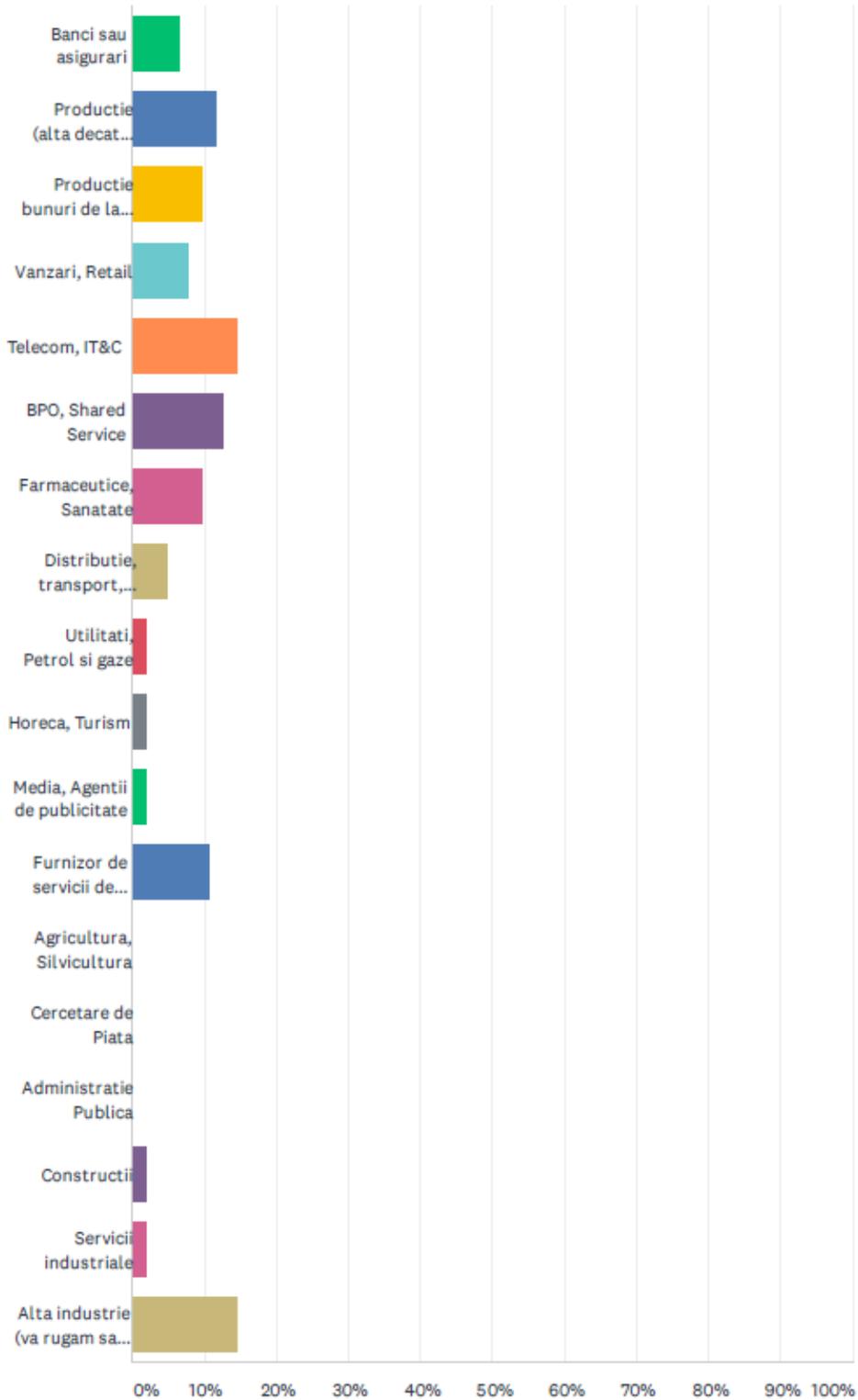


Q2 Care este industria in care activeaza organizatia din care faci parte? (Raspuns multiplu posibil)

Answered: 103 Skipped: 0



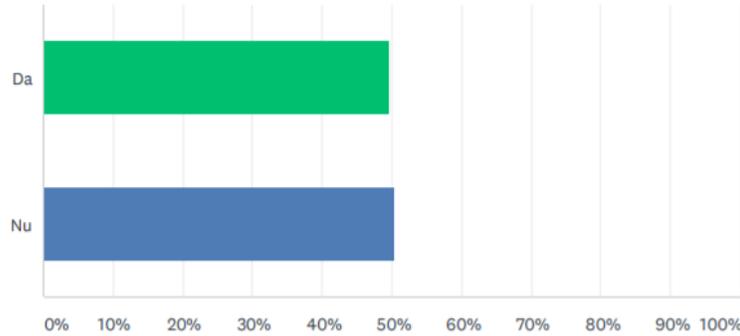
Masuri organizationale in contextul crizei COVID-19

SurveyMonkey

ANSWER CHOICES	RESPONSES	
Banci sau asigurari	6.80%	7
Productie (alta decat bunuri de larg consum)	11.65%	12
Productie bunuri de larg consum (FMCG)	9.71%	10
Vanzari, Retail	7.77%	8
Telecom, IT&C	14.56%	15
BPO, Shared Service	12.62%	13
Farmaceutice, Sanatate	9.71%	10
Distributie, transport, logistica	4.85%	5
Utilitati, Petrol si gaze	1.94%	2
Horeca, Turism	1.94%	2
Media, Agentii de publicitate	1.94%	2
Furnizor de servicii de resurse umane	10.68%	11
Agricultura, Silvicultura	0.00%	0
Cercetare de Piata	0.00%	0
Administratie Publica	0.00%	0
Constructii	1.94%	2
Servicii industriale	1.94%	2
Alta industrie (va rugam sa mentionati)	14.56%	15
Total Respondents: 103		

Q3 Organizatia realizeaza/comercializeaza produse sau servicii considerate esentiale in aceasta perioada?

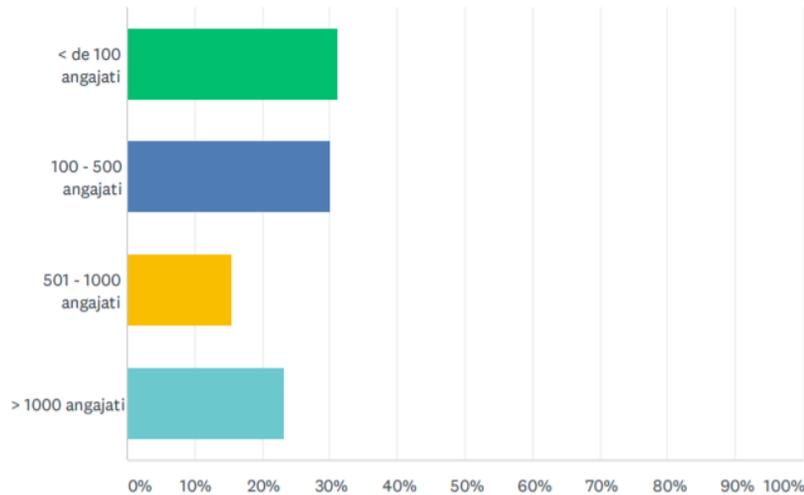
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Da	49.51%	51
Nu	50.49%	52
TOTAL		103

Q4 Cu aproximatie, cati angajati permanenti are organizatia in care lucrezi? Te rugam sa incadrezi raspunsul tau in unul din urmatoarele intervale:

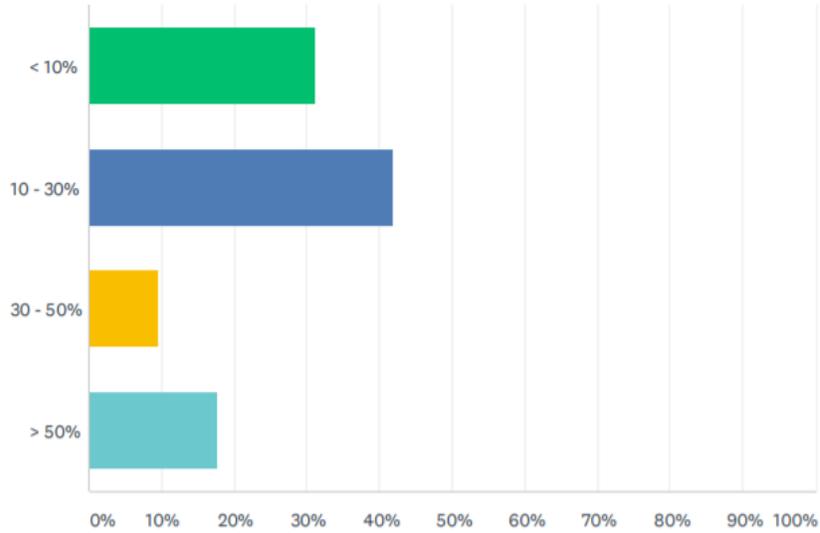
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
< de 100 angajati	31.07%	32
100 - 500 angajati	30.10%	31
501 - 1000 angajati	15.53%	16
> 1000 angajati	23.30%	24
TOTAL		103

Q5 Cu aproximatie, care este impactul crizei Covid-19 asupra veniturilor companiei din care faci parte?

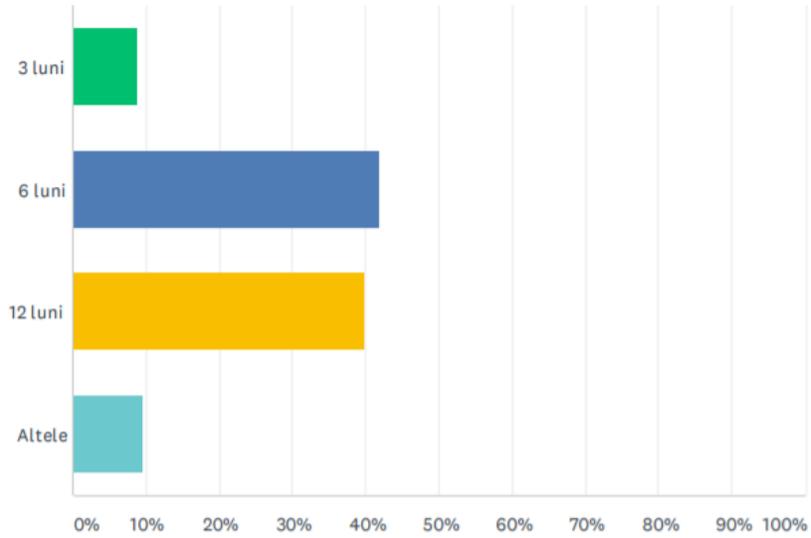
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES
< 10%	31.07% 32
10 - 30%	41.75% 43
30 - 50%	9.71% 10
> 50%	17.48% 18
TOTAL	103

Q6 Pe ce durata este estimat a se resimti impactului crizei COVID-19 asupra veniturilor companiei din care faci parte?

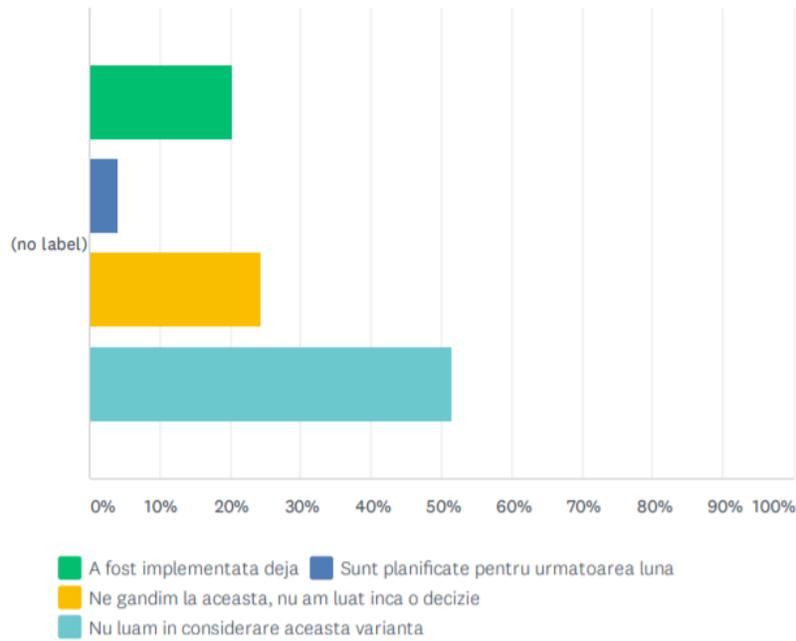
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES
3 luni	8.74% 9
6 luni	41.75% 43
12 luni	39.81% 41
Altele	9.71% 10
TOTAL	103

Q7 Dintre diferitele masuri de reducere a costurilor posibile, reducerile salariale au fost luate in considerare in organizatia din care faci parte?

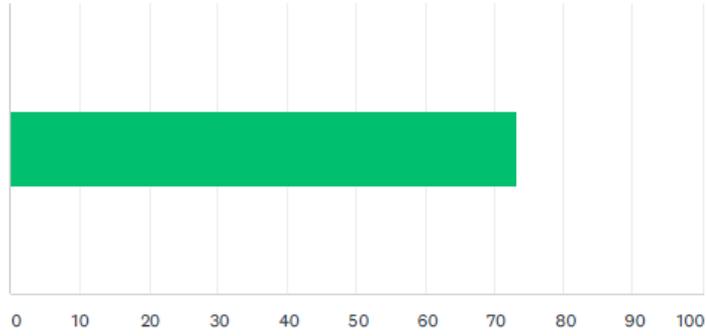
Answered: 103 Skipped: 0



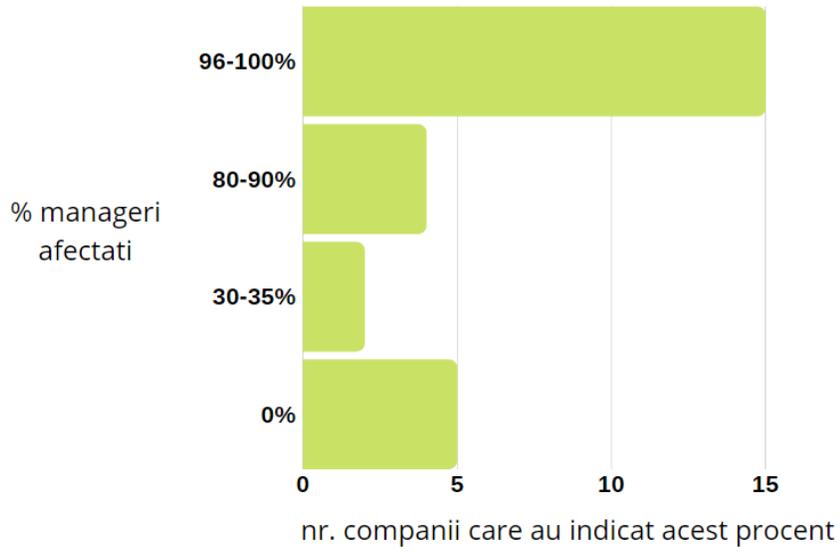
	A FOST IMPLEMENTATA DEJA	SUNT PLANIFICATE PENTRU URMATOAREA LUNA	NE GANDIM LA ACEASTA, NU AM LUAT INCA O DECIZIE	NU LUAM IN CONSIDERARE ACEASTA VARIANTA	TOTAL	WEIGHTED AVERAGE
(no label)	20.39% 21	3.88% 4	24.27% 25	51.46% 53	103	3.07

Q8 Te rugam sa aproximezi % populatiei de manageri afectate de reducerile salariale:

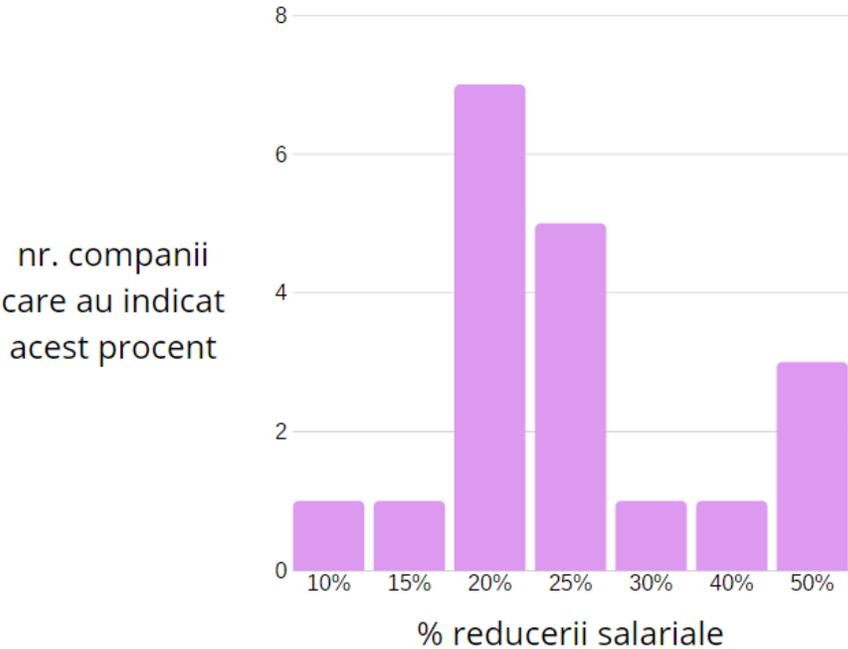
Answered: 26 Skipped: 77



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	73	1,902	26
Total Respondents: 26			

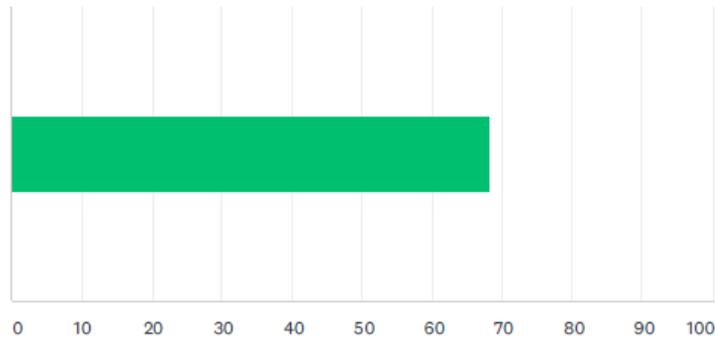


Q9 Care a fost % reducerii salariale aplicate in cazul populatiei de manageri?

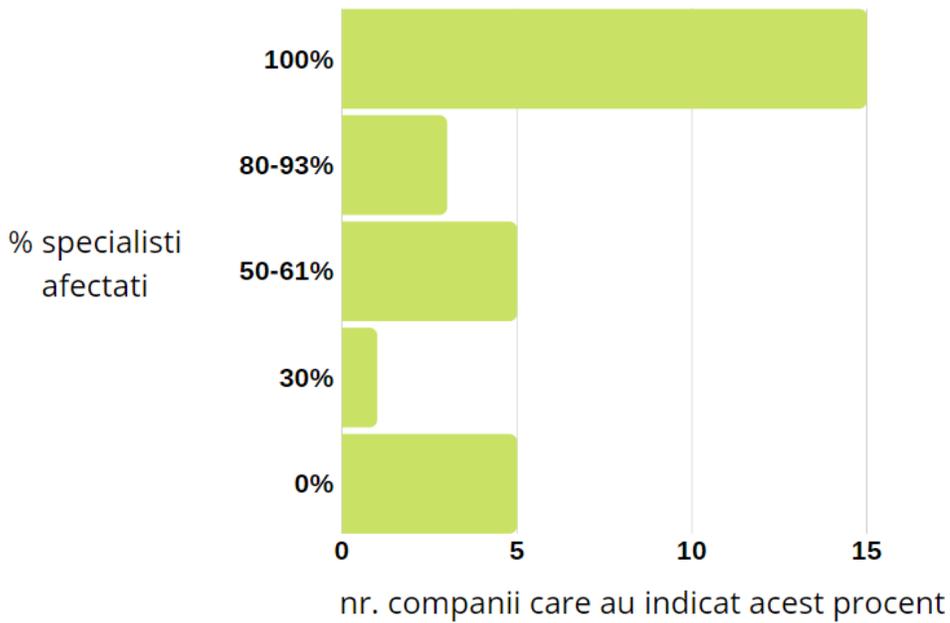


Q10 Te rugam sa aproximezi % populatiei de specialisti afectate de reducerile salariale:

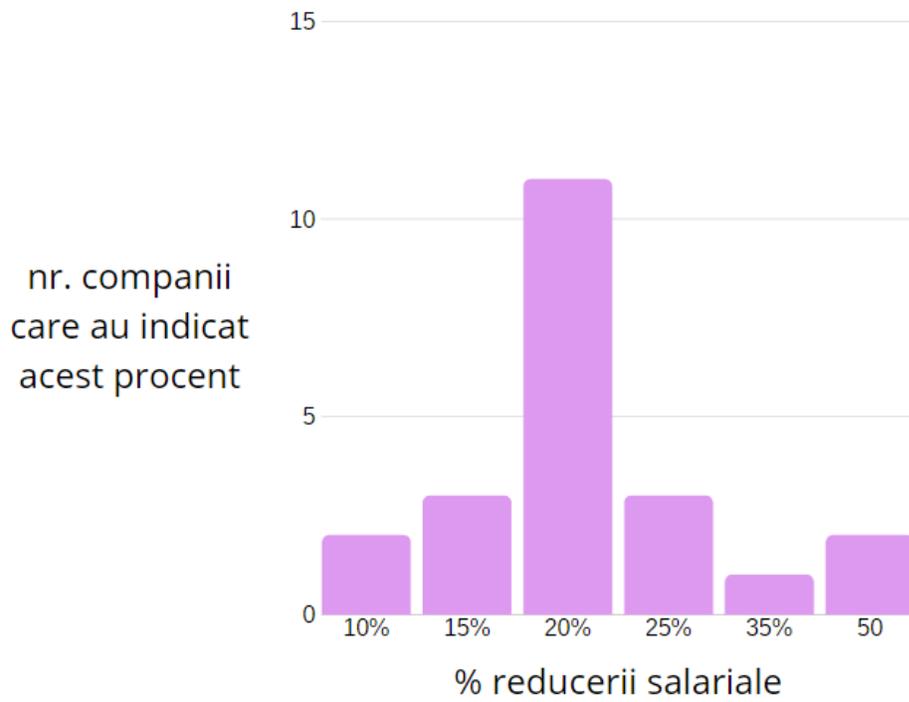
Answered: 26 Skipped: 77



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	68	1,771	26
Total Respondents: 26			

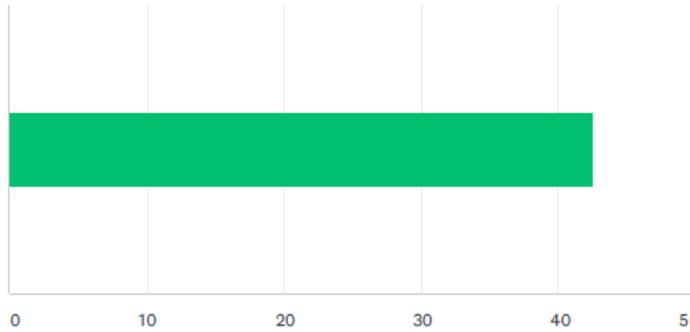


Q11 Care a fost % reducerii salariale aplicate in cazul populatiei de specialisti?

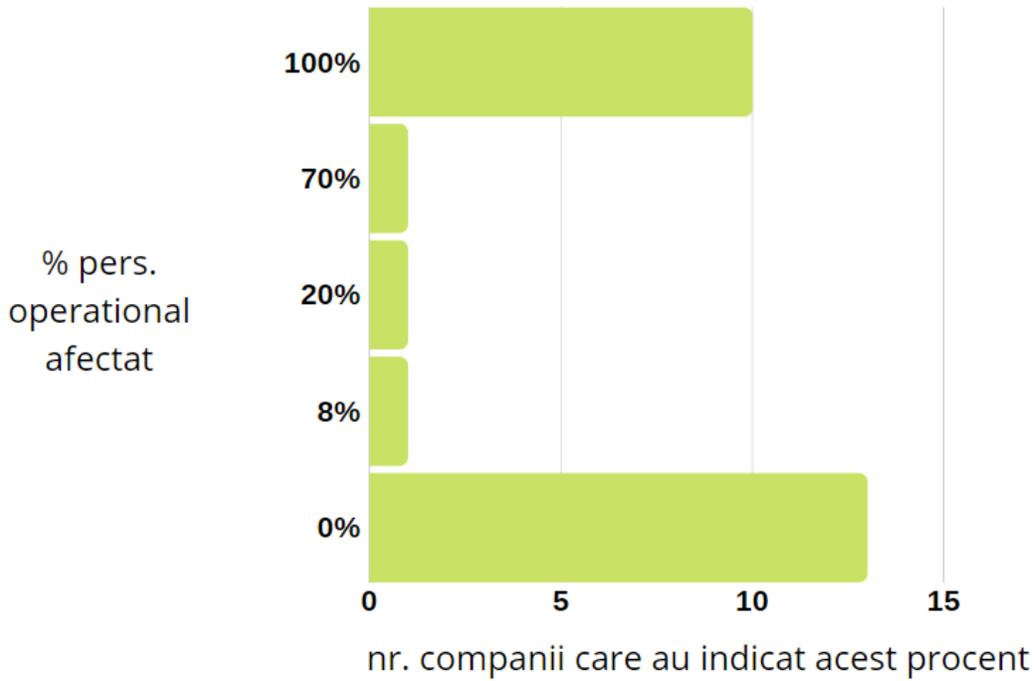


Q12 Te rugam sa aproximezi % populatiei de personal operational (muncitori/logistica) afectate de reducerile salariale:

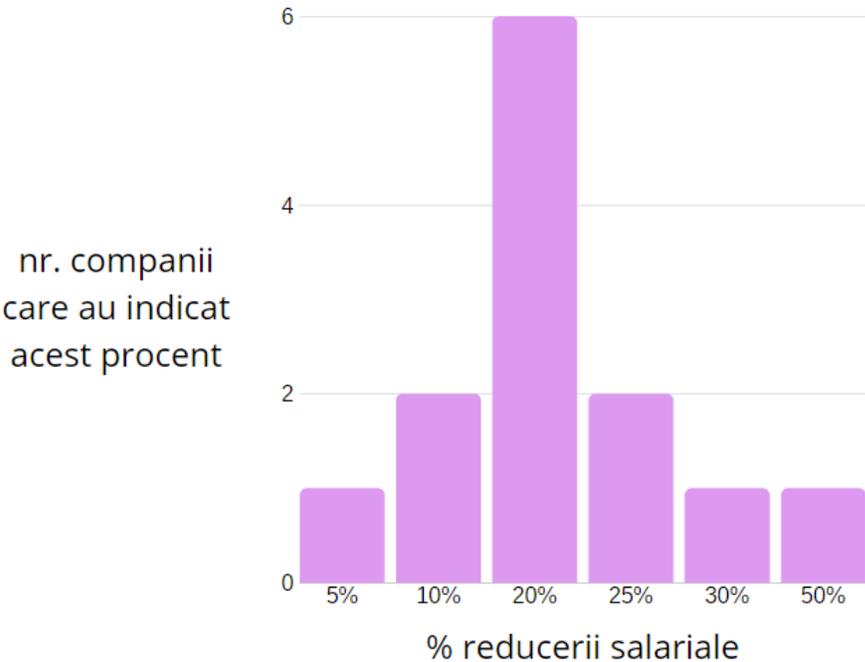
Answered: 26 Skipped: 77



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	42	1,103	26
Total Respondents: 26			

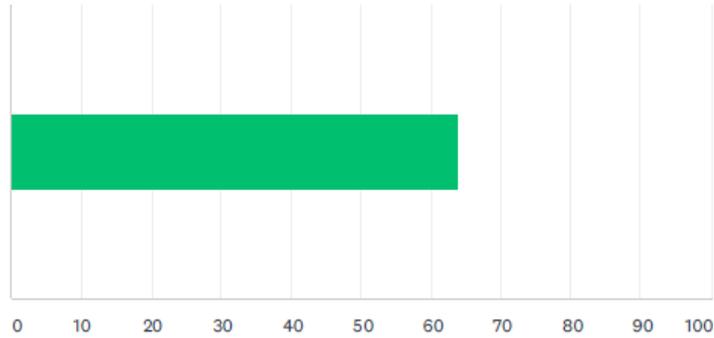


Q13 Care a fost % reducerii salariale aplicate in cazul populatiei de personal operational (muncitori/logistica)?

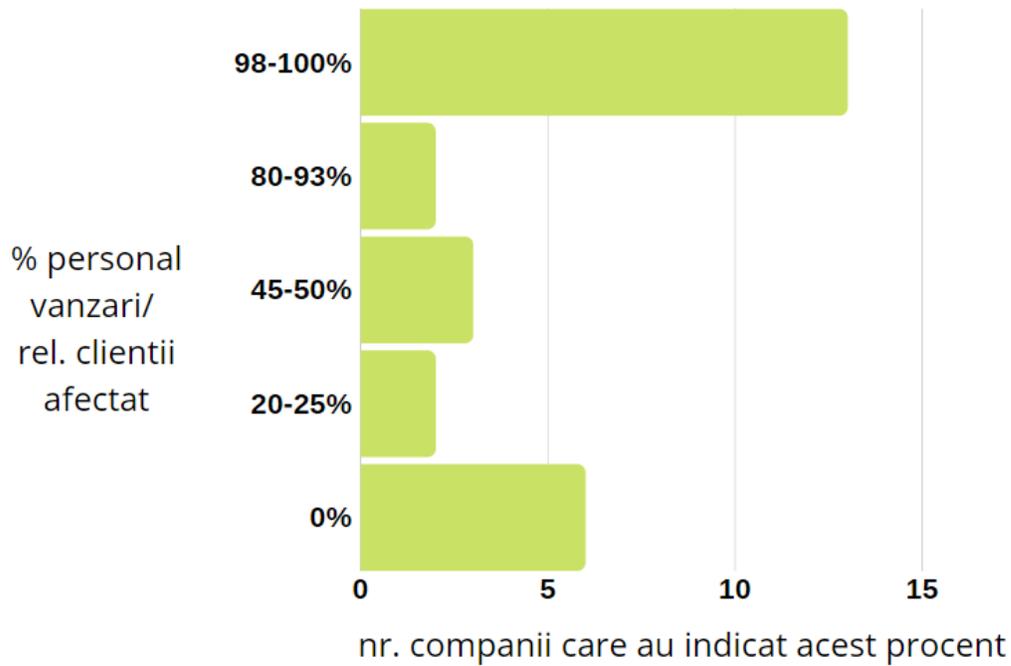


Q14 Te rugam sa aproximezi % populatiei de vanzari/relatii cu clientii afectate de reducerile salariale:

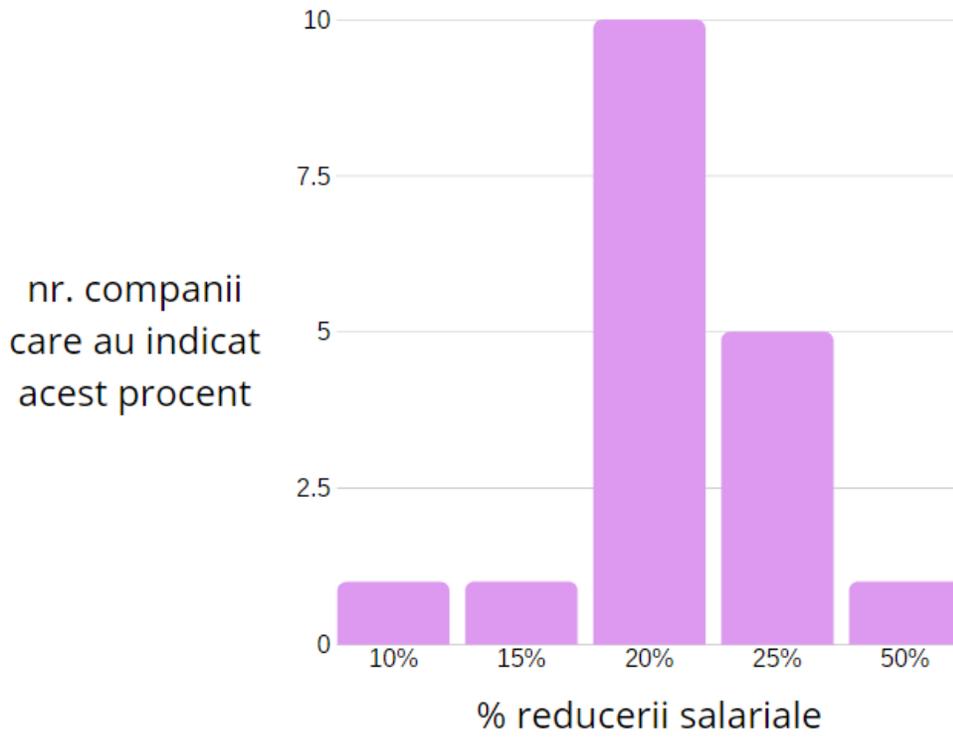
Answered: 26 Skipped: 77



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	64	1,660	26
Total Respondents: 26			

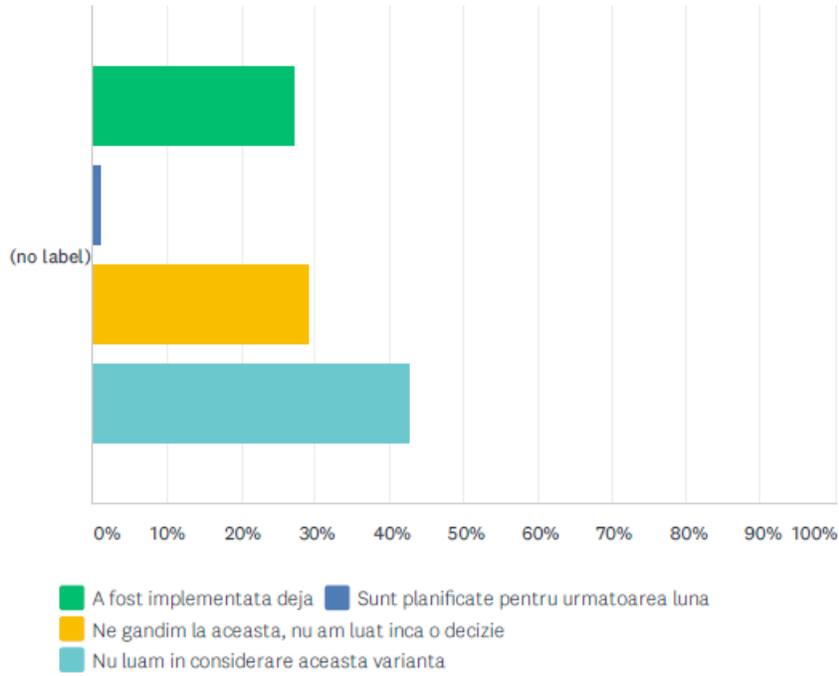


Q15 Care a fost % reducerii salariale aplicate in cazul populatiei de vanzari/relatii cu clientii?



Q16 In contextul actual, inghetarea bonusurilor (lunare/ trimestriale) a fost luata in considerare in organizatia din care faci parte?

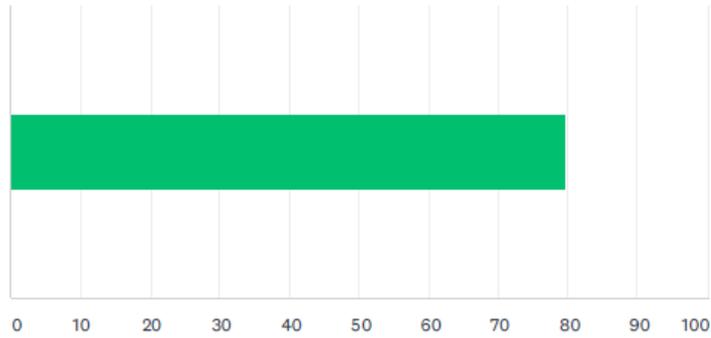
Answered: 103 Skipped: 0



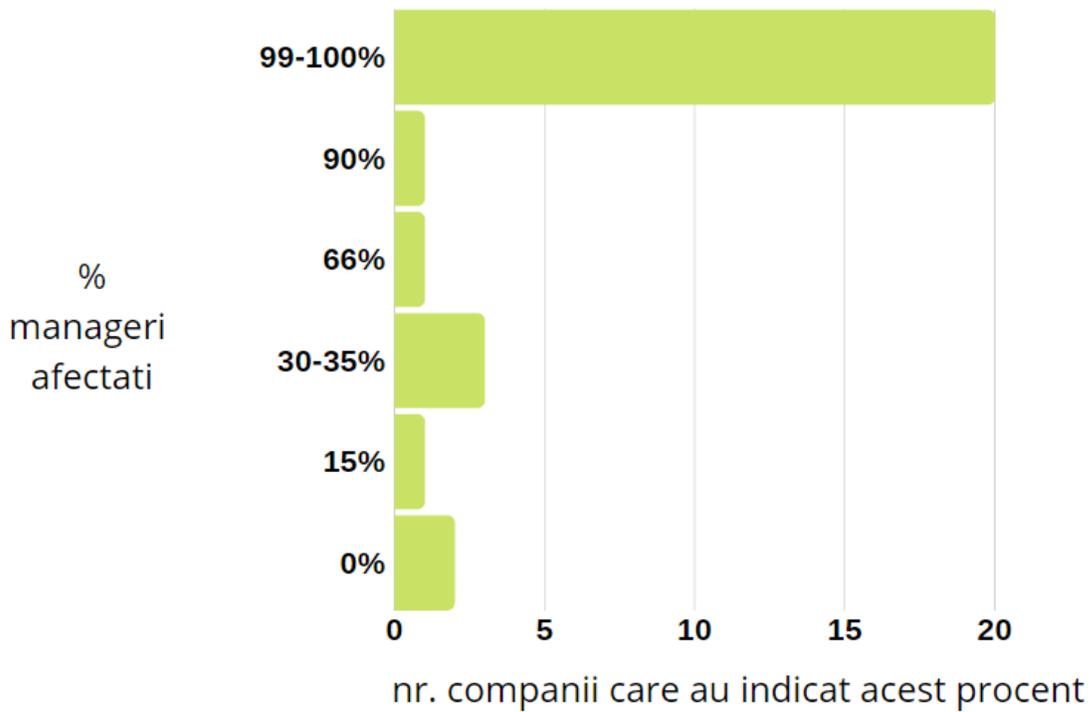
	A FOST IMPLEMENTATA DEJA	SUNT PLANIFICATE PENTRU URMATOAREA LUNA	NE GANDIM LA ACEASTA, NU AM LUAT INCA O DECIZIE	NU LUAM IN CONSIDERARE ACEASTA VARIANTA	TOTAL	WEIGHTED AVERAGE
(no label)	27.18% 28	0.97% 1	29.13% 30	42.72% 44	103	2.87

Q17 Te rugam sa aproximezi % populatiei de manageri afectate de inghetarea bonusurilor (lunare/ trimestriale):

Answered: 29 Skipped: 74

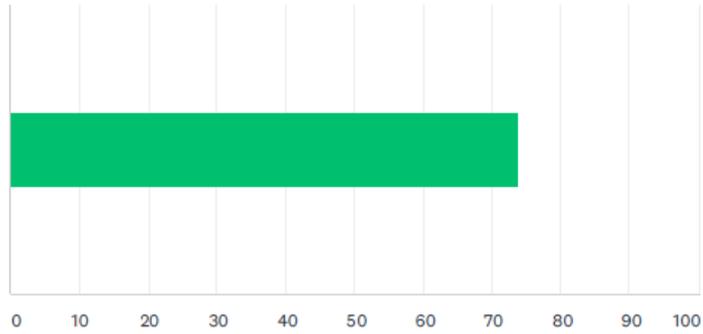


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	80	2,312	29
Total Respondents: 29			

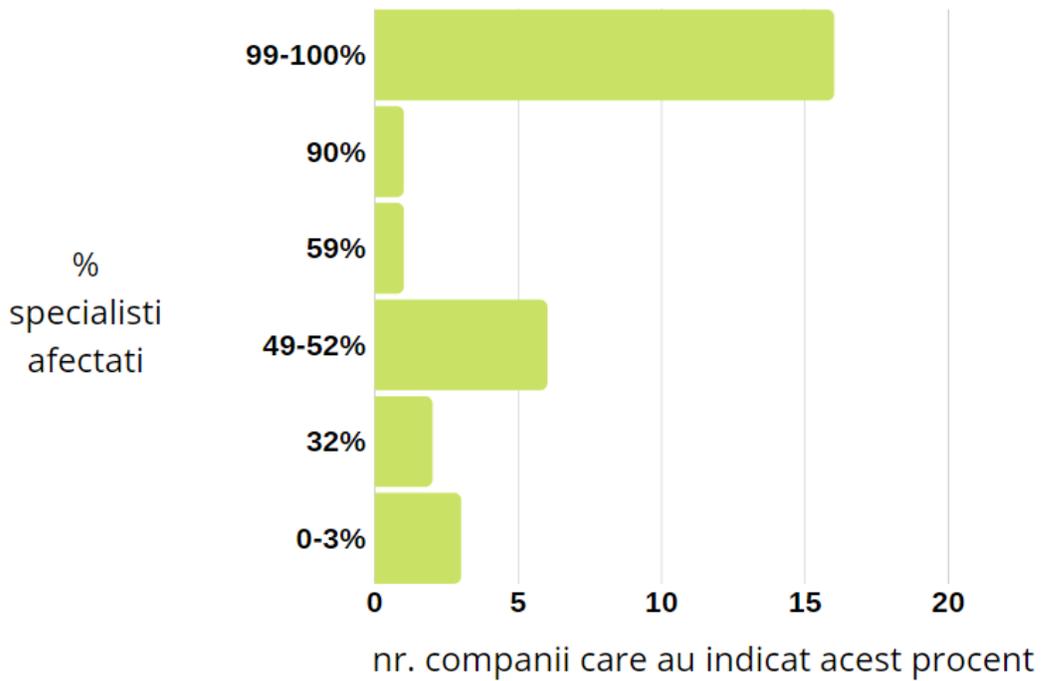


Q18 Te rugam sa aproximezi % populatiei de specialisti afectate de inghetarea bonusurilor (lunare/ trimestriale):

Answered: 29 Skipped: 74

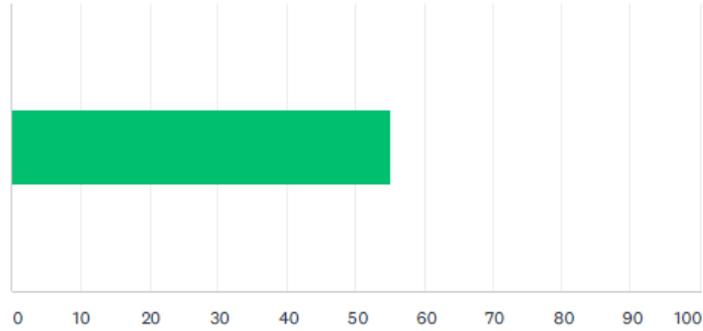


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		74	2,143
Total Respondents: 29			29

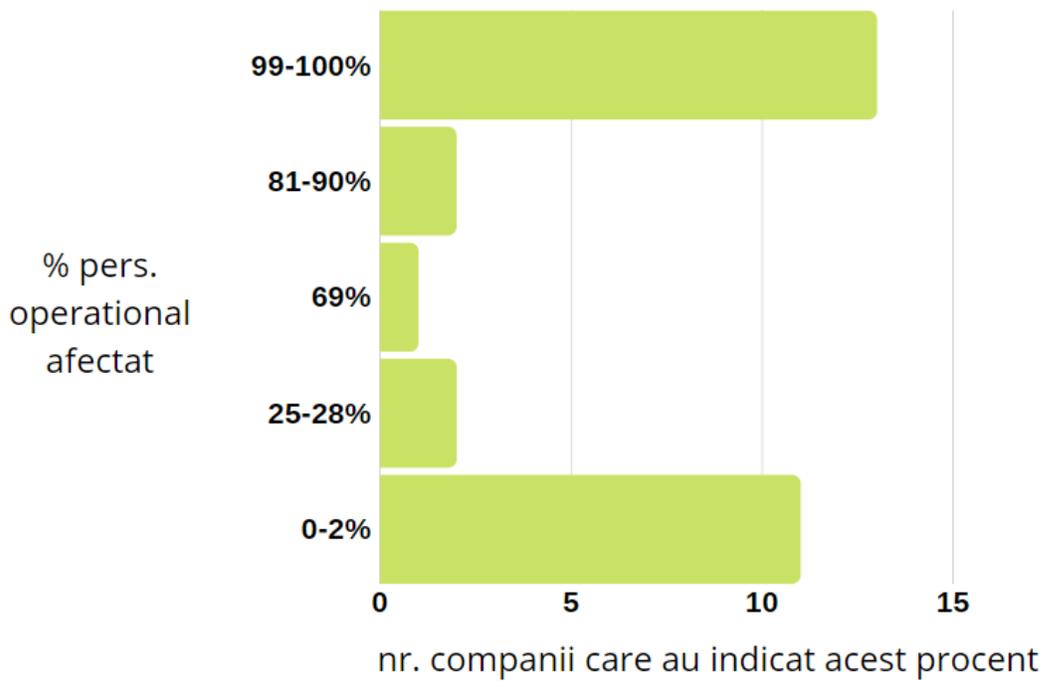


Q19 Te rugam sa aproximezi % populatiei de personal operational (muncitori/logistica) afectate de inghetarea bonusurilor (lunare/trimestriale):

Answered: 29 Skipped: 74

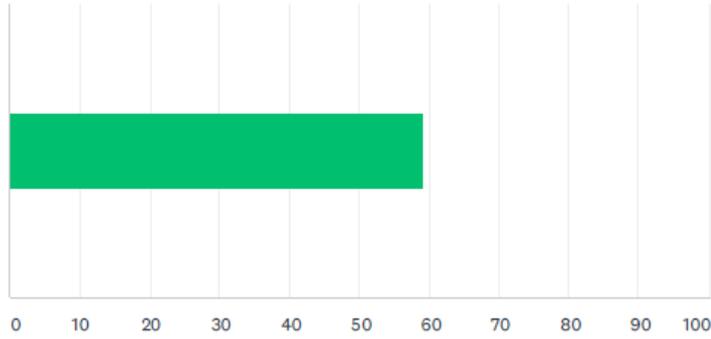


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	55	1,596	29
Total Respondents: 29			

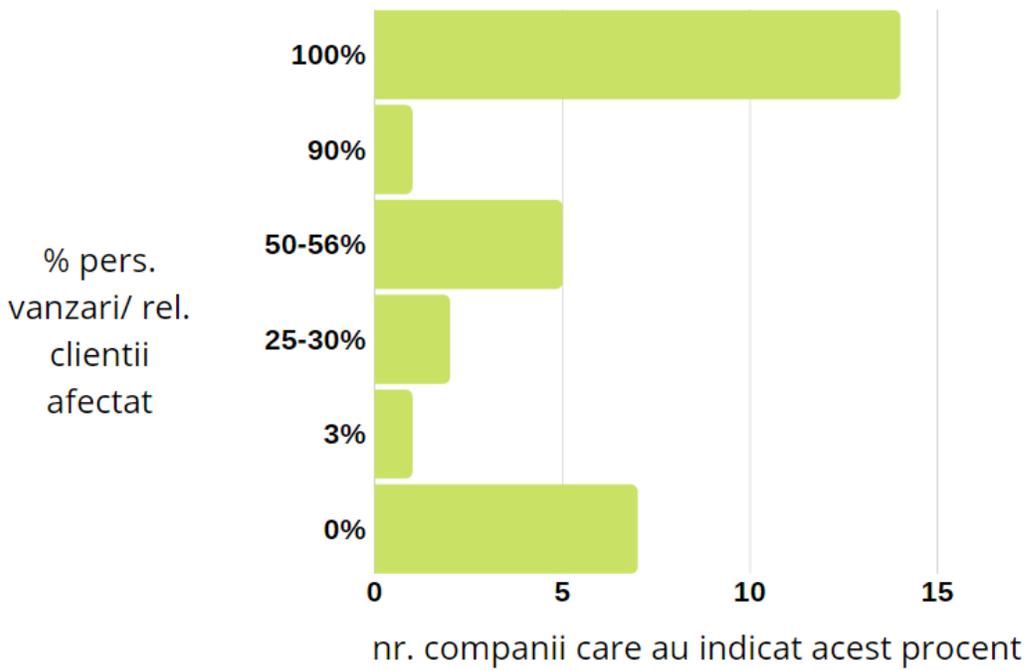


Q20 Te rugam sa aproximezi % populatiei de vanzari/relatii cu clientii afectate de inghetarea bonusurilor (lunare/ trimestriale):

Answered: 29 Skipped: 74

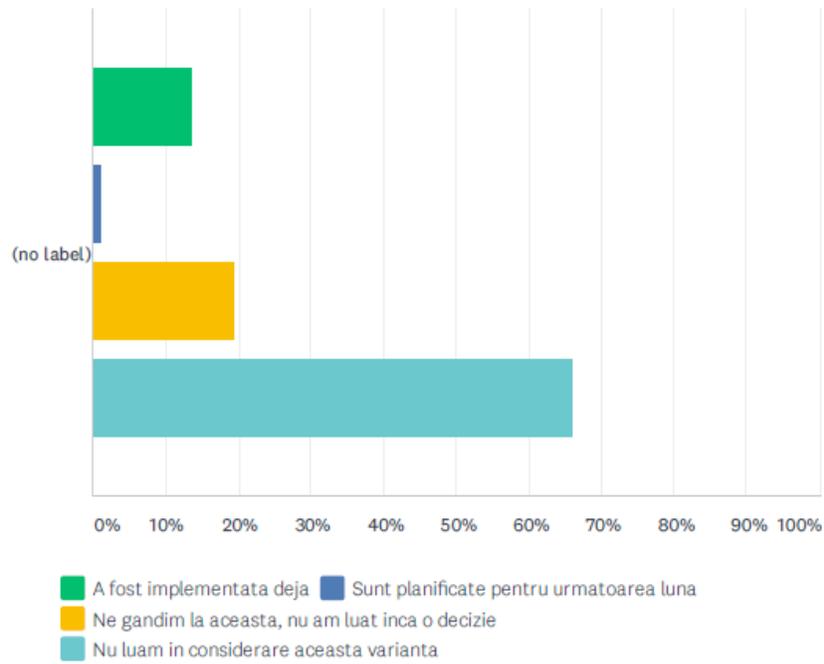


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	59	1,715	29
Total Respondents: 29			



Q21 Inghetarea bonusul anual (afereant anului 2019) a fost luata in considerare in organizatia din care faci parte?

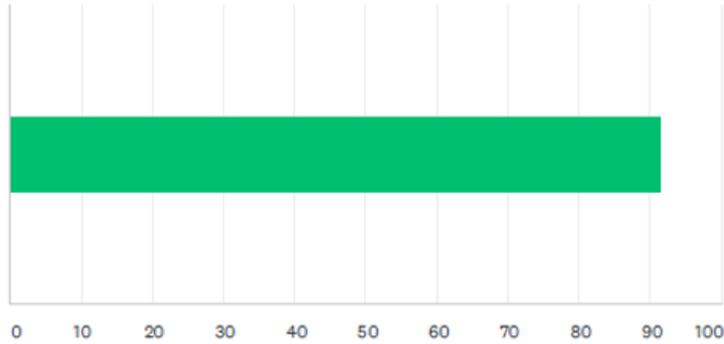
Answered: 103 Skipped: 0



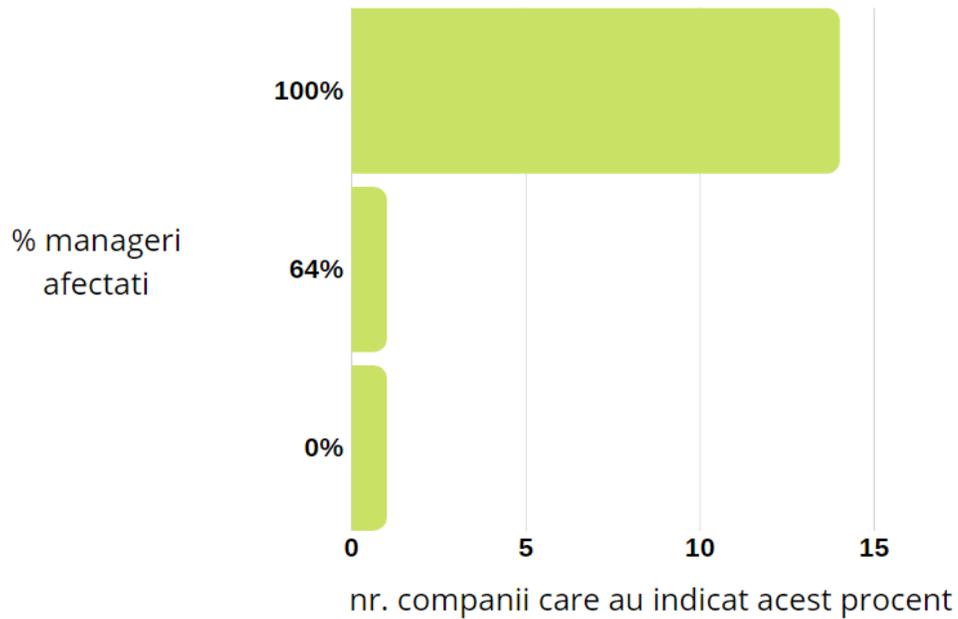
	A FOST IMPLEMENTATA DEJA	SUNT PLANIFICATE PENTRU URMATOAREA LUNA	NE GANDIM LA ACEASTA, NU AM LUAT INCA O DECIZIE	NU LUAM IN CONSIDERARE ACEASTA VARIANTA	TOTAL	WEIGHTED AVERAGE
(no label)	13.59% 14	0.97% 1	19.42% 20	66.02% 68	103	3.38

Q22 Te rugam sa aproximezi % populatiei de manageri afectate de inghetarea bonusului anual (aferent anului 2019):

Answered: 16 Skipped: 87

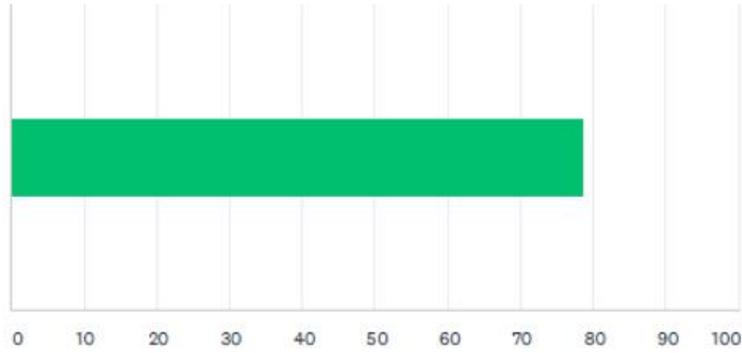


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	91	1,463	16
Total Respondents: 16			

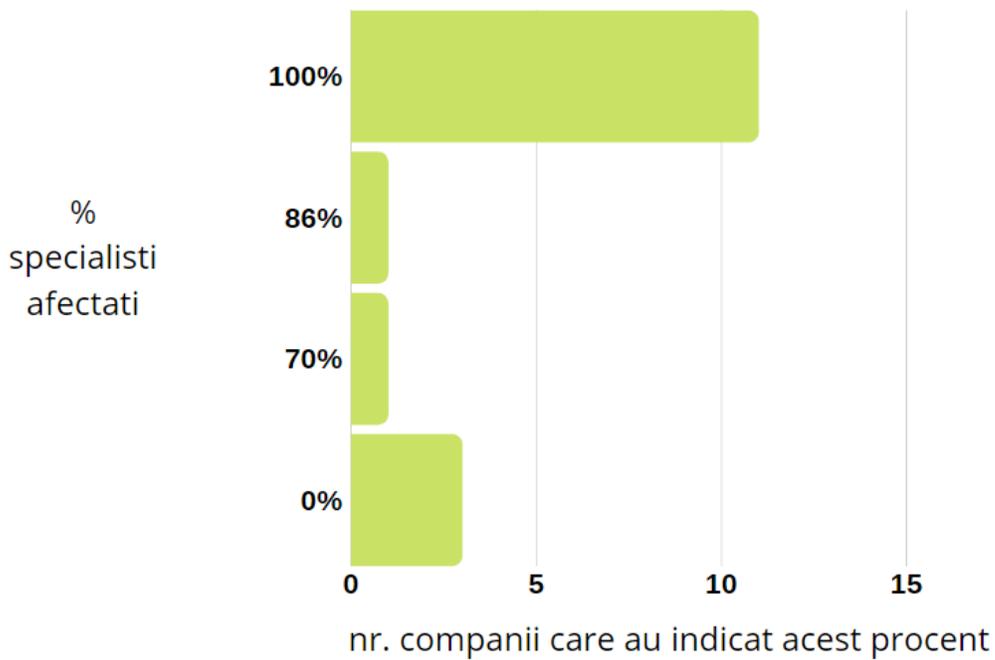


Q23 Te rugam sa aproximezi % populatiei de specialisti afectate de inghetarea bonusului anual (aferent anului 2019):

Answered: 16 Skipped: 87

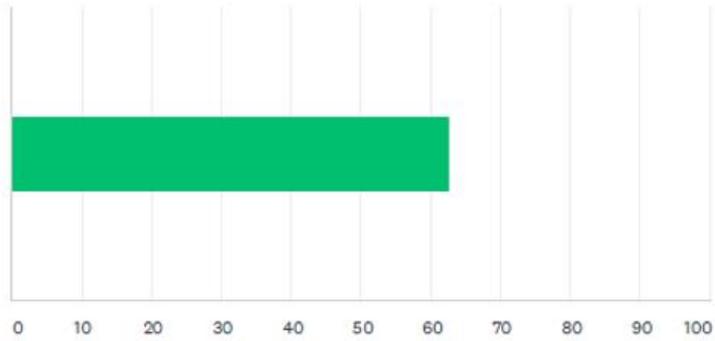


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	79	1,257	16
Total Respondents: 16			

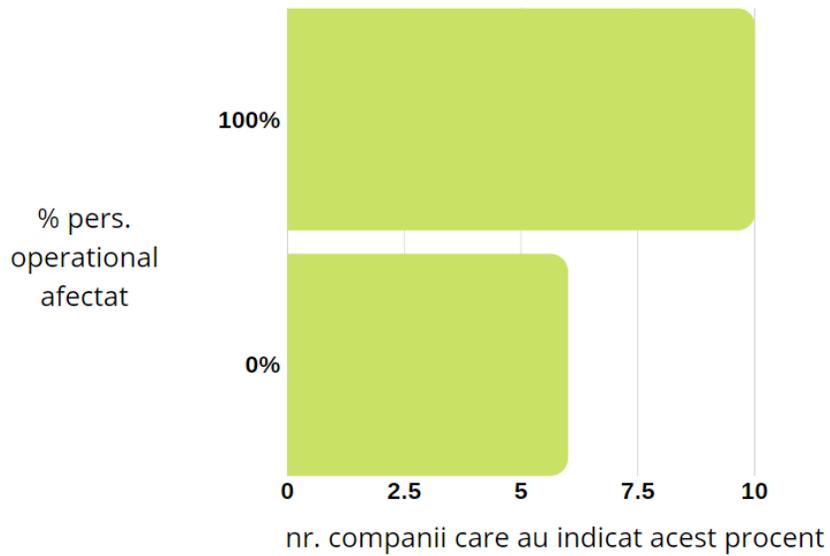


Q24 Te rugam sa aproximezi % populatiei de personal operational (muncitori/logistica) afectate de inghetarea bonusului anual (afereant anului 2019):

Answered: 16 Skipped: 87

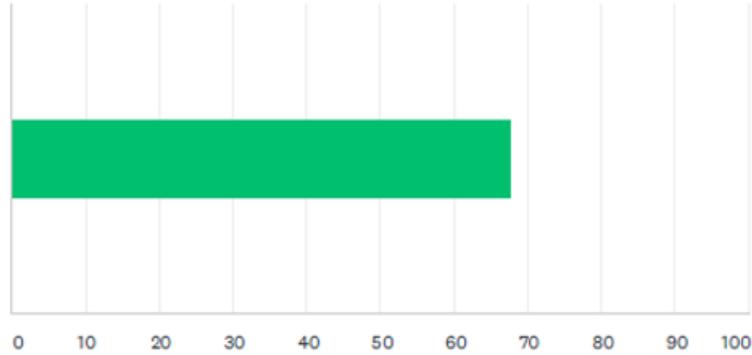


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	63	1,000	16
Total Respondents: 16			

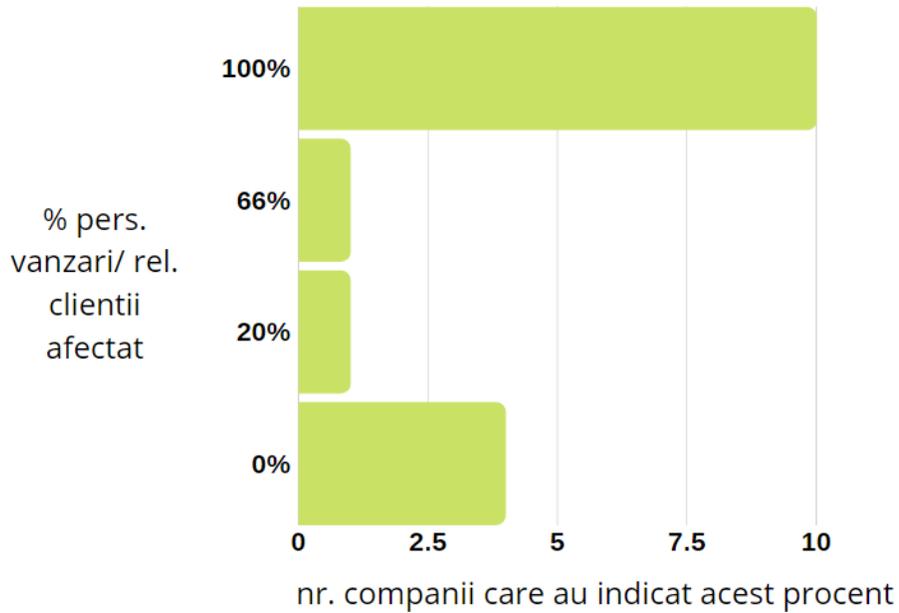


Q25 Te rugam sa aproximezi % populatiei de vanzari/relatii cu clientii afectate de inghetarea bonusului anual (aferent anului 2019):

Answered: 16 Skipped: 87

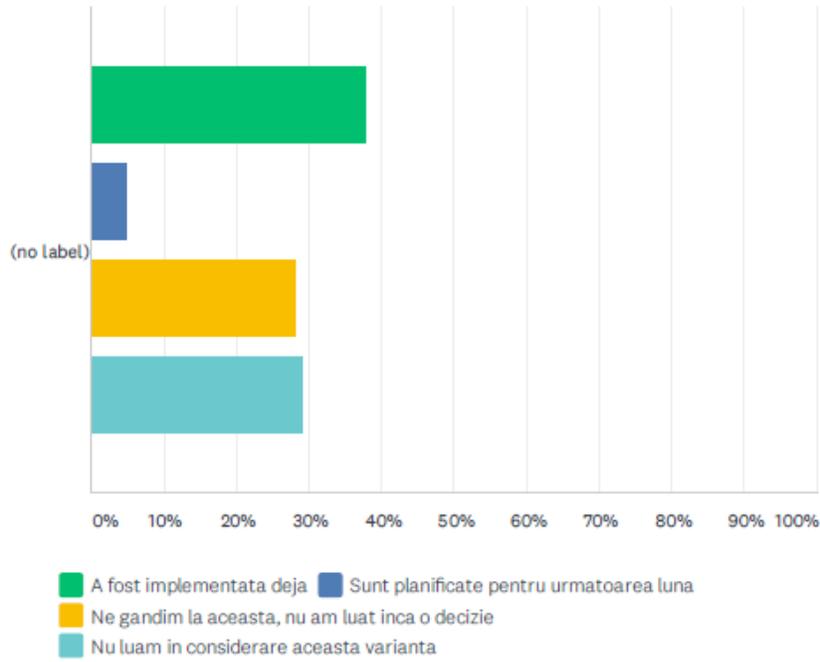


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	68	1,086	16
Total Respondents: 16			



Q26 Inghetarea cresterilor salariale a fost luata in considerare in organizatia din care faci parte, in contextul crizei COVID-19?

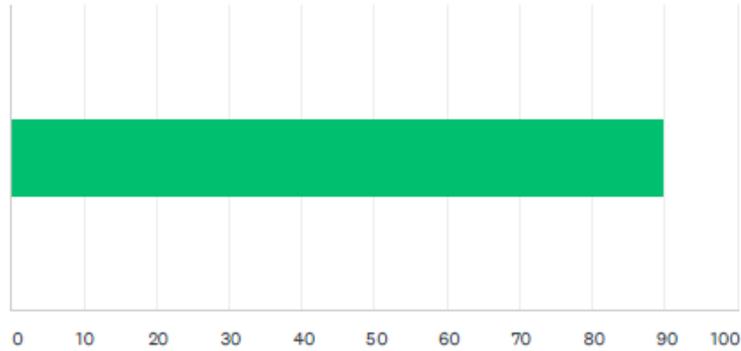
Answered: 103 Skipped: 0



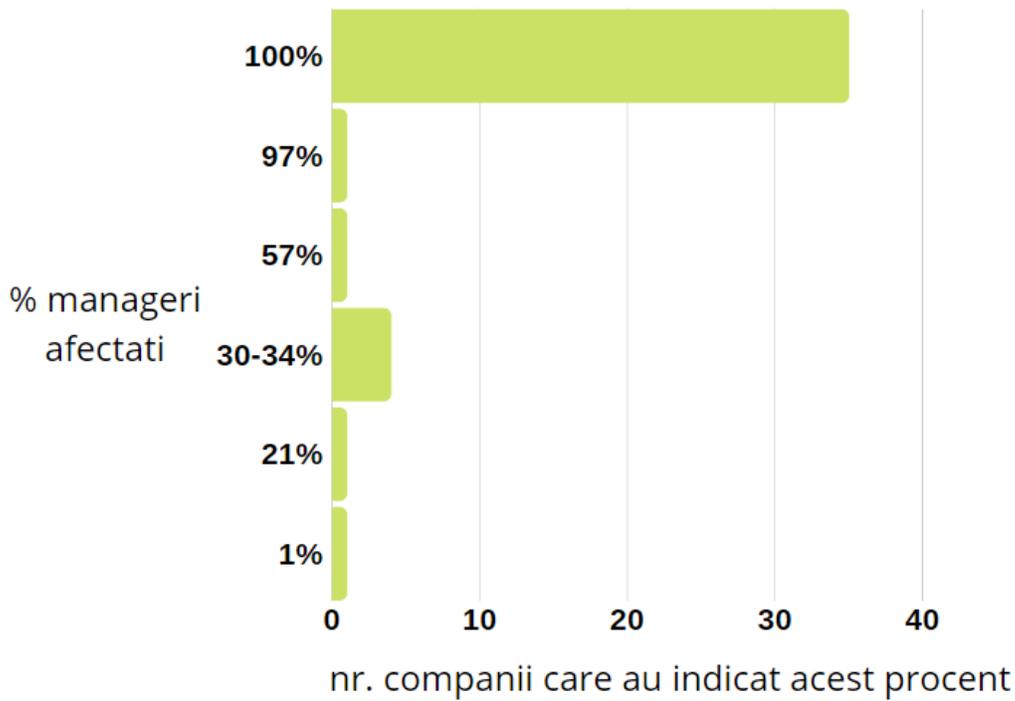
	A FOST IMPLEMENTATA DEJA	SUNT PLANIFICATE PENTRU URMATOAREA LUNA	NE GANDIM LA ACEASTA, NU AM LUAT INCA O DECIZIE	NU LUAM IN CONSIDERARE ACEASTA VARIANTA	TOTAL	WEIGHTED AVERAGE
(no label)	37.86% 39	4.85% 5	28.16% 29	29.13% 30	103	2.49

Q27 Te rugam sa aproximezi % populatiei de manageri afectate de inghetarea cresterilor salariale:

Answered: 43 Skipped: 60

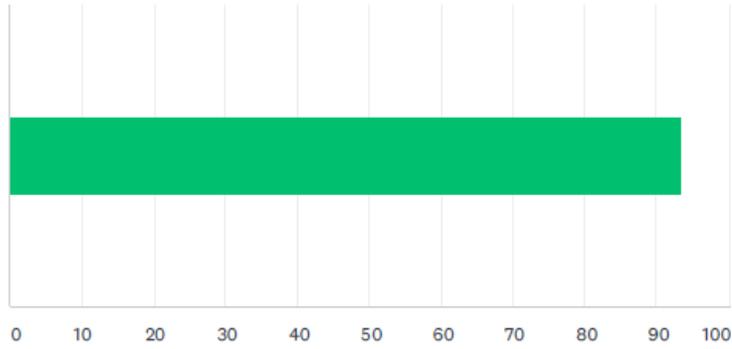


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	90	3,859	43
Total Respondents: 43			

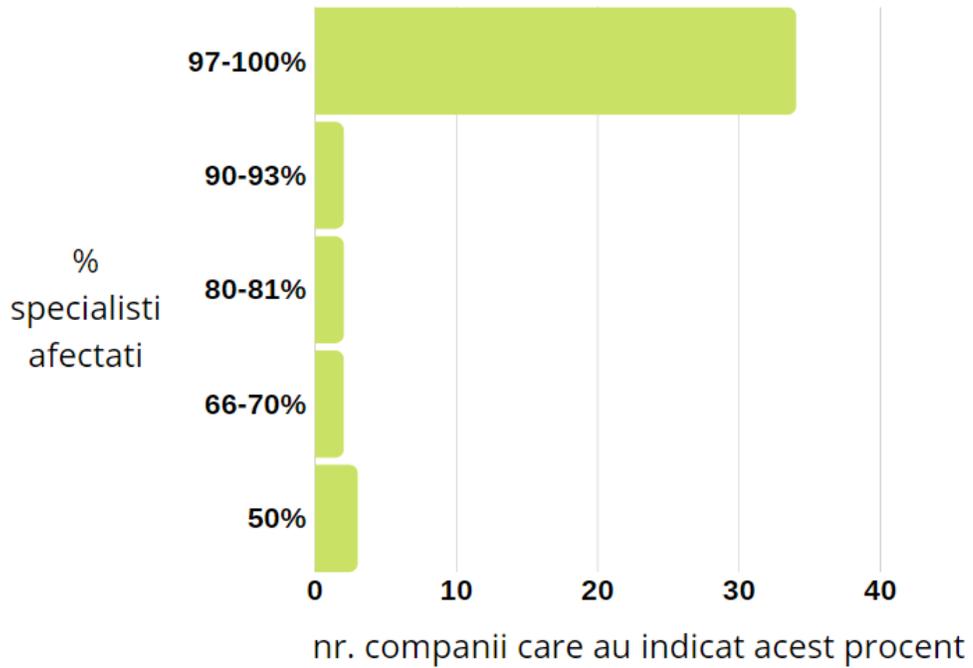


Q28 Te rugam sa aproximezi % populatiei de specialisti afectate de inghetarea cresterilor salariale:

Answered: 43 Skipped: 60

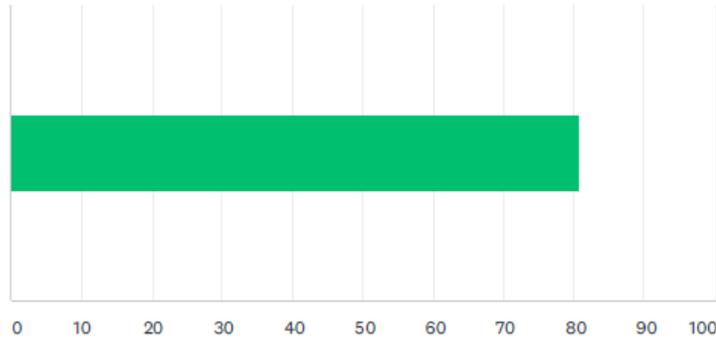


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		94	4,021
Total Respondents: 43			43

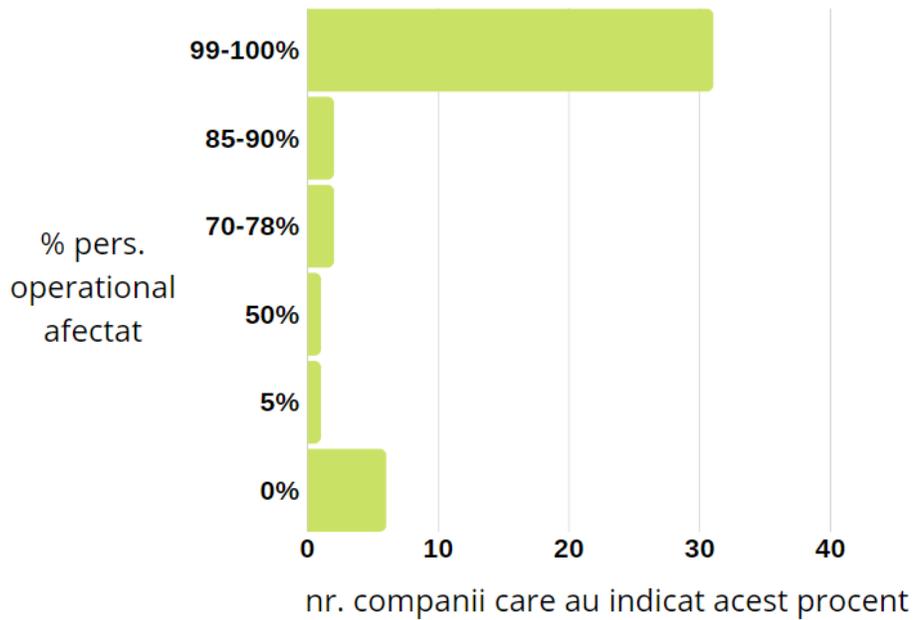


Q29 Te rugam sa aproximezi % populatiei de personal operational (muncitori/logistica) afectate de inghetarea cresterilor salariale:

Answered: 43 Skipped: 60

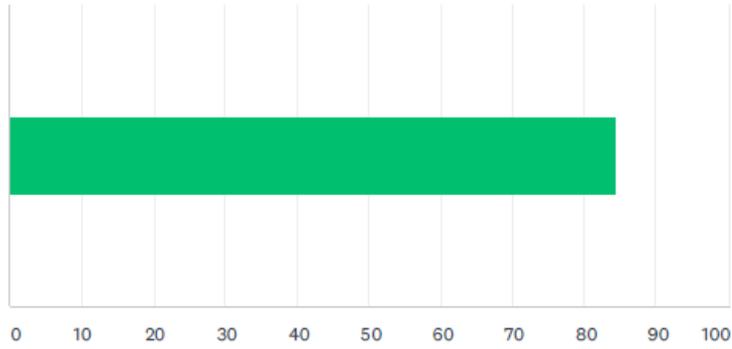


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	81	3,476	43
Total Respondents: 43			

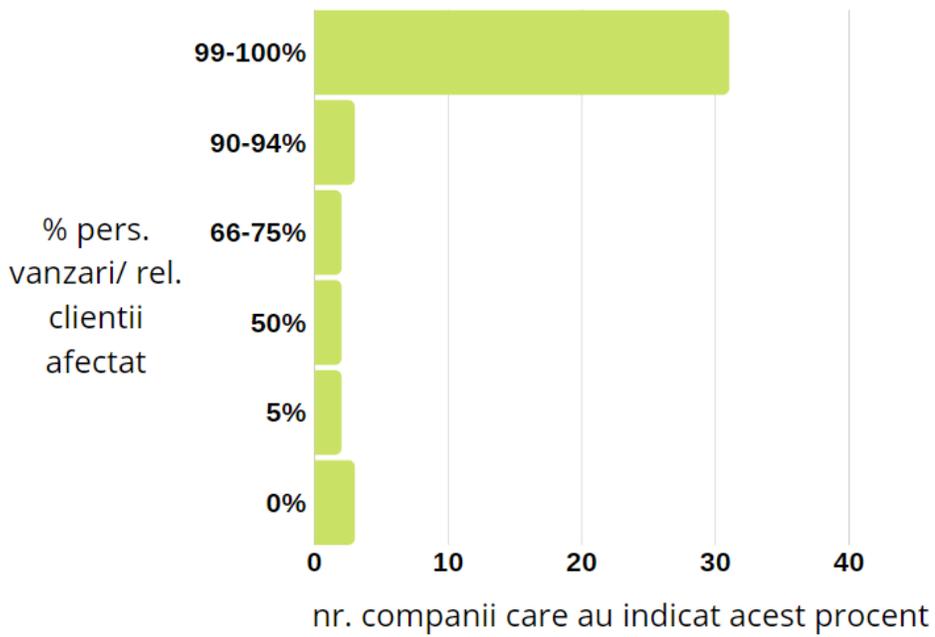


Q30 Te rugam sa aproximezi % populatiei de vanzari/relatii cu clientii afectate de inghetarea cresterilor salariale:

Answered: 43 Skipped: 60

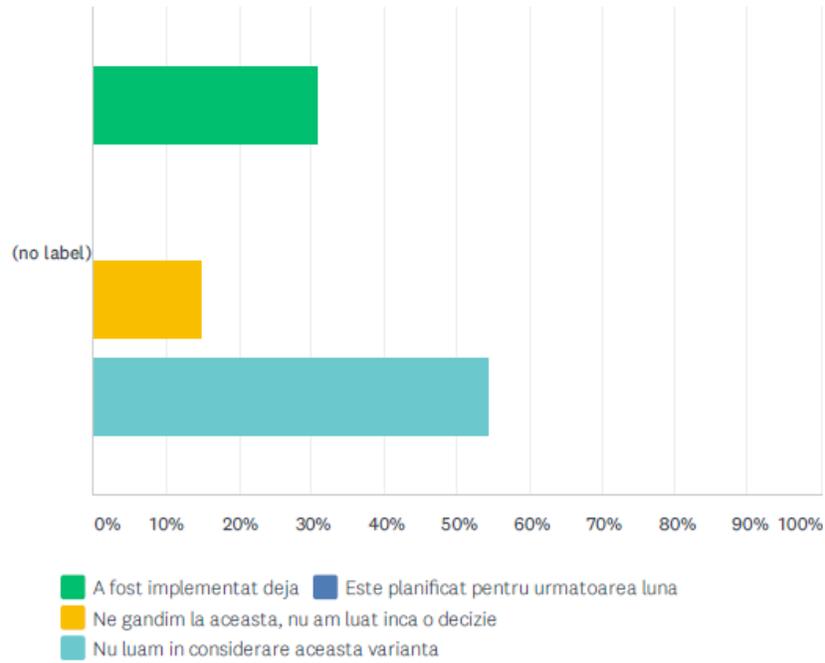


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	84	3,625	43
Total Respondents: 43			



Q31 Masura somajului tehnic a fost luata in considerare in organizatia din care faci parte?

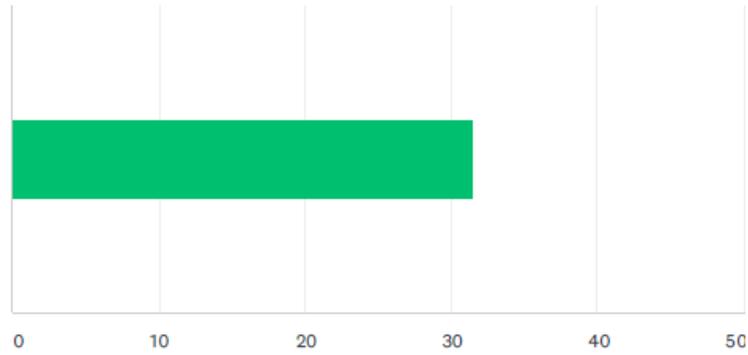
Answered: 101 Skipped: 2



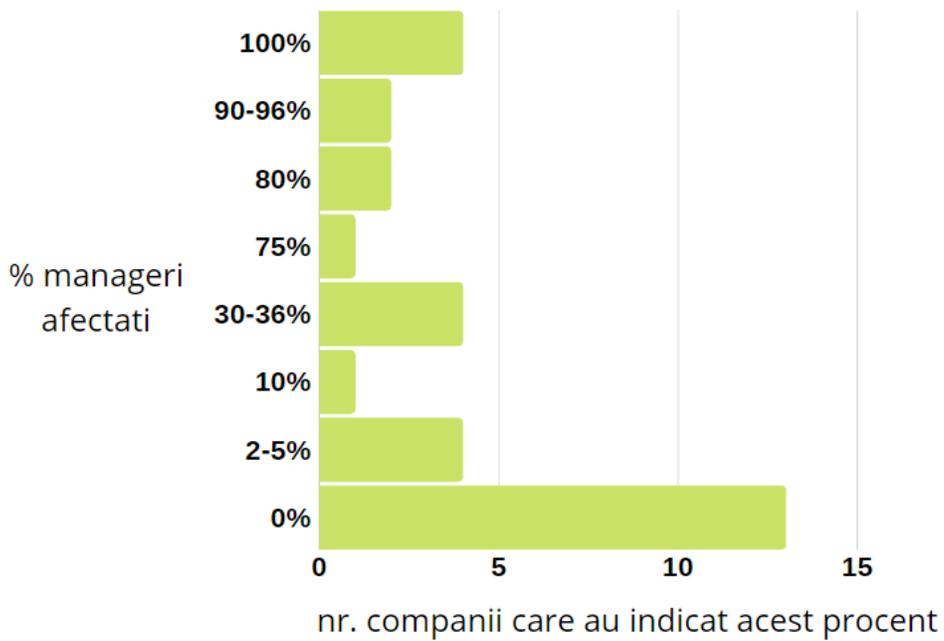
	A FOST IMPLEMENTAT DEJA	ESTE PLANIFICAT PENTRU URMATOAREA LUNA	NE GANDIM LA ACEASTA, NU AM LUAT INCA O DECIZIE	NU LUAM IN CONSIDERARE ACEASTA VARIANTA	TOTAL	WEIGHTED AVERAGE
(no label)	30.69% 31	0.00% 0	14.85% 15	54.46% 55	101	2.93

Q32 Te rugam sa aproximezi % populatiei de manageri considerate pentru intrarea in somaj tehnic:

Answered: 32 Skipped: 71

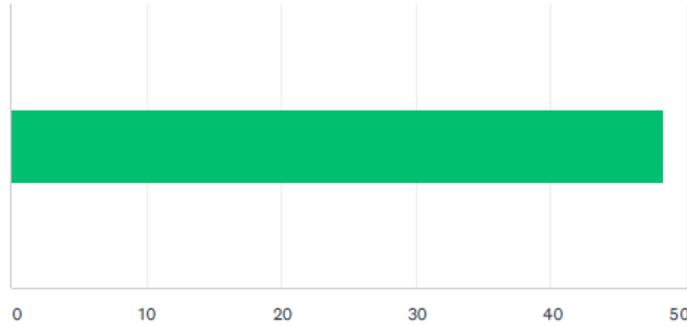


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	32	1,009	32
Total Respondents: 32			

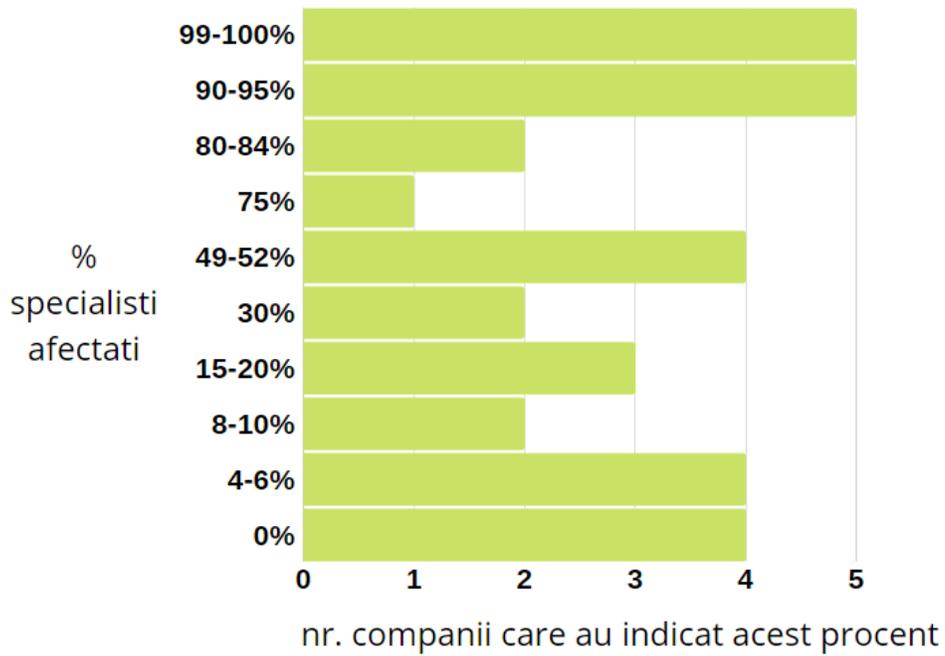


Q33 Te rugam sa aproximezi % populatiei de specialisti considerate pentru intrarea in somaj tehnic:

Answered: 32 Skipped: 71

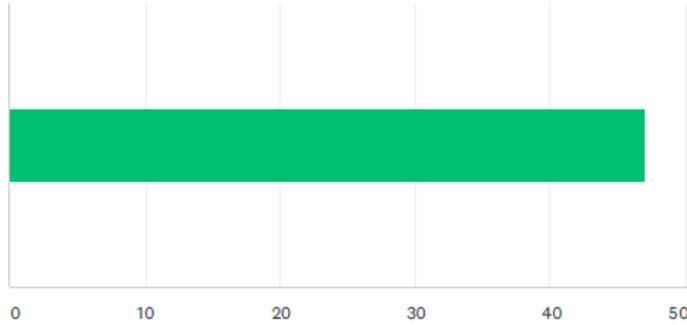


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	48	1,546	32
Total Respondents: 32			

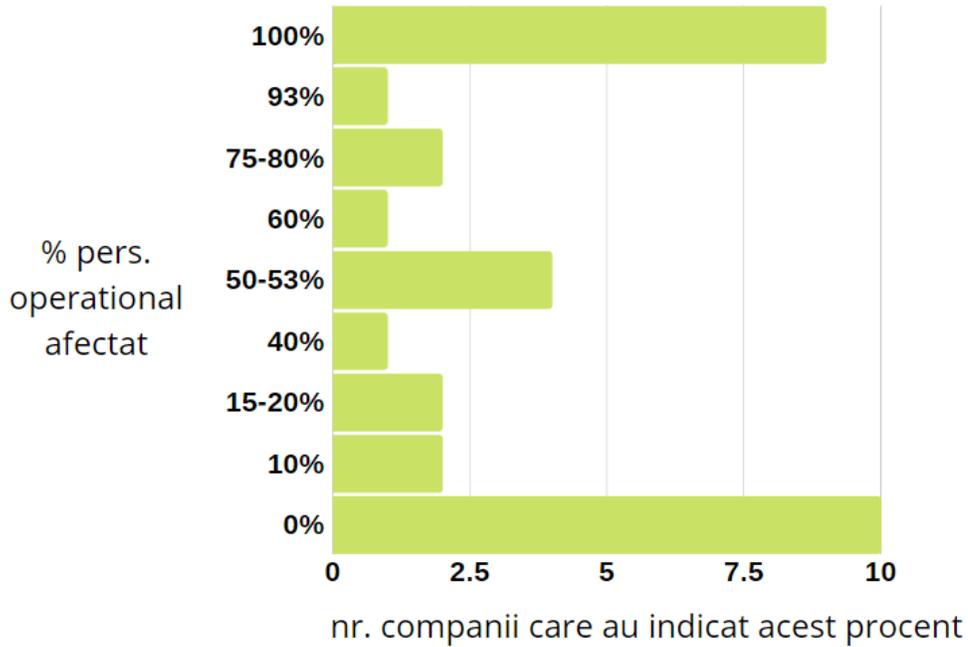


Q34 Te rugam sa aproximezi % populatiei de personal operational (muncitori/logistica) considerate pentru intrarea in somaj tehnic:

Answered: 32 Skipped: 71

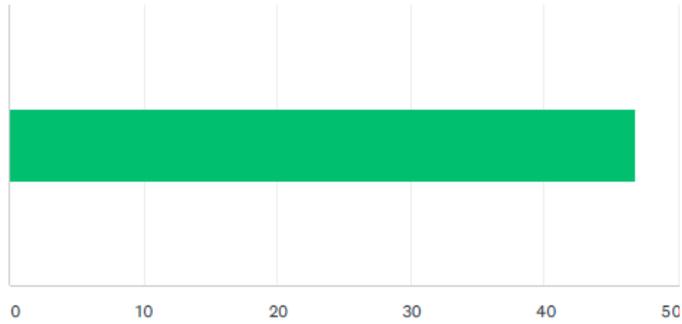


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	47	1,506	32
Total Respondents: 32			

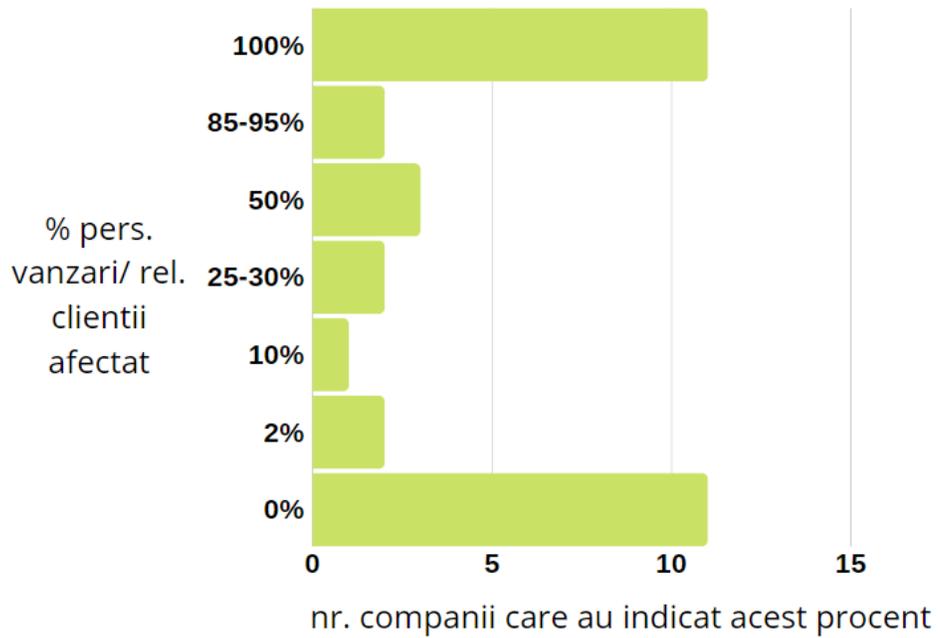


Q35 Te rugam sa aproximezi % populatiei de vanzari/relatii cu clientii considerate pentru intrarea in somaj tehnic:

Answered: 32 Skipped: 71

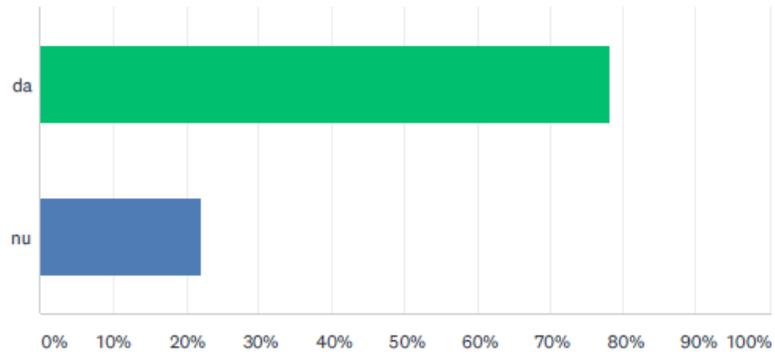


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	47	1,501	32
Total Respondents: 32			



Q36 S-a compensat diferenta de la plafonul maxim suportat de stat, pana la 75% din salariul angajatului?

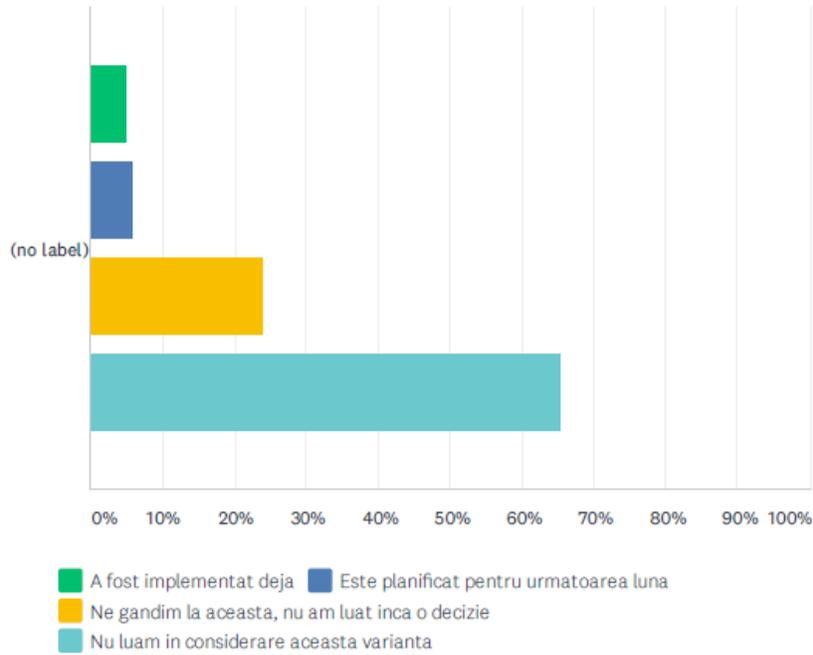
Answered: 32 Skipped: 71



ANSWER CHOICES	RESPONSES
da	78.13% 25
nu	21.88% 7
TOTAL	32

Q37 Concedierea a fost luat in considerare in organizatia din care faci parte, in contextul actual?

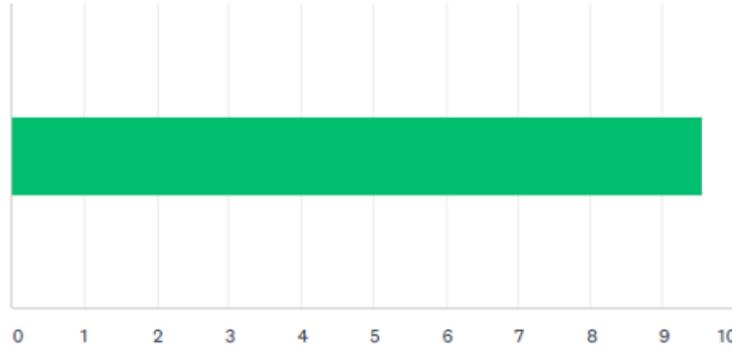
Answered: 101 Skipped: 2



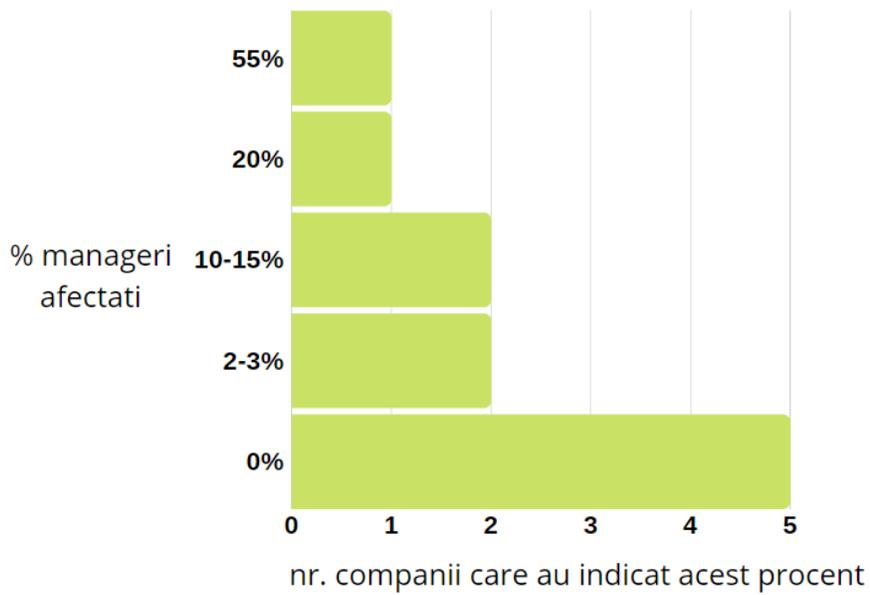
	A FOST IMPLEMENTAT DEJA	ESTE PLANIFICAT PENTRU URMATOAREA LUNA	NE GANDIM LA ACEASTA, NU AM LUAT INCA O DECIZIE	NU LUAM IN CONSIDERARE ACEASTA VARIANTA	TOTAL	WEIGHTED AVERAGE
(no label)	4.95% 5	5.94% 6	23.76% 24	65.35% 66	101	3.50

Q38 Te rugam sa aproximezi % populatiei de manageri afectate de masura concedierii:

Answered: 11 Skipped: 92

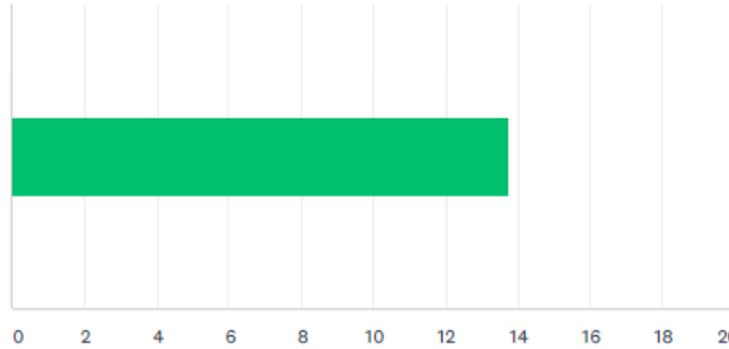


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	105	11
Total Respondents: 11			

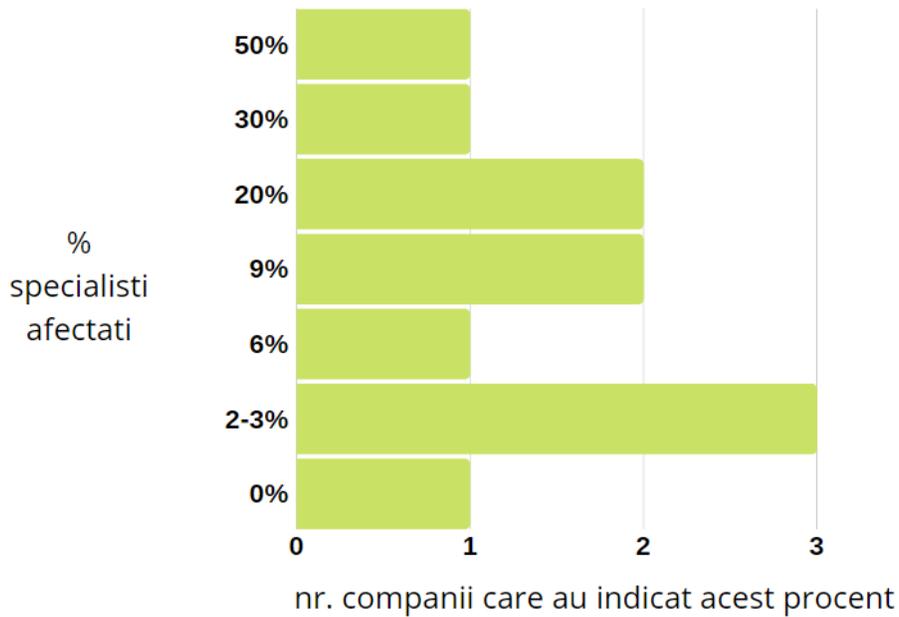


Q39 Te rugam sa aproximezi % populatiei de specialisti afectate de masura concedierii:

Answered: 11 Skipped: 92

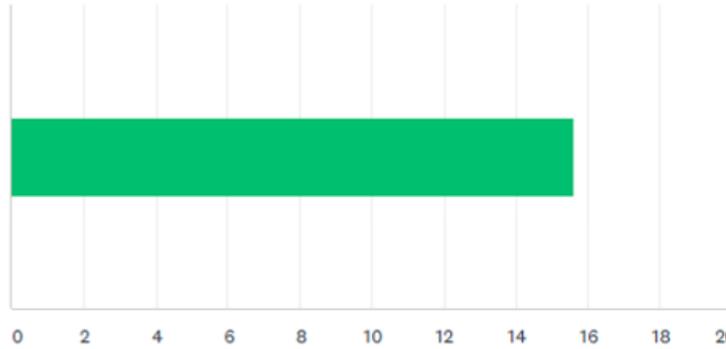


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	14	151	11
Total Respondents: 11			

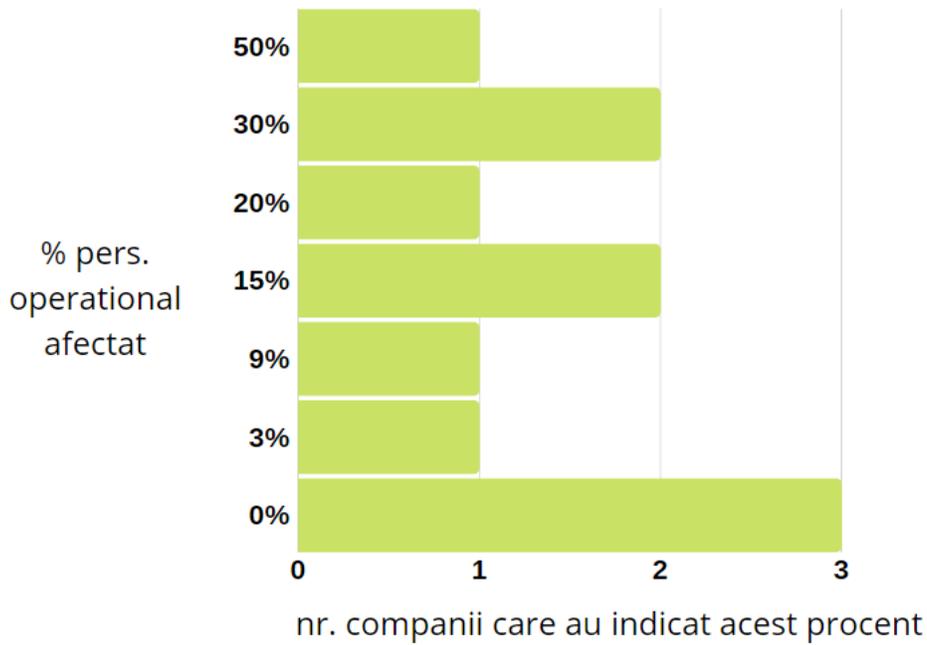


Q40 Te rugam sa aproximezi % populatiei de personal operational (muncitori/logistica) afectate de masura concedierii:

Answered: 11 Skipped: 92

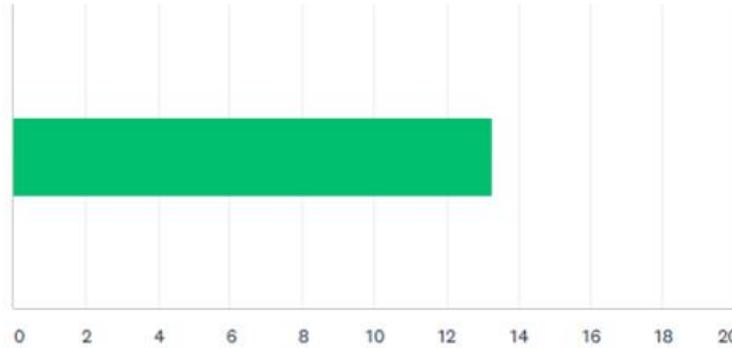


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	16	171	11
Total Respondents: 11			

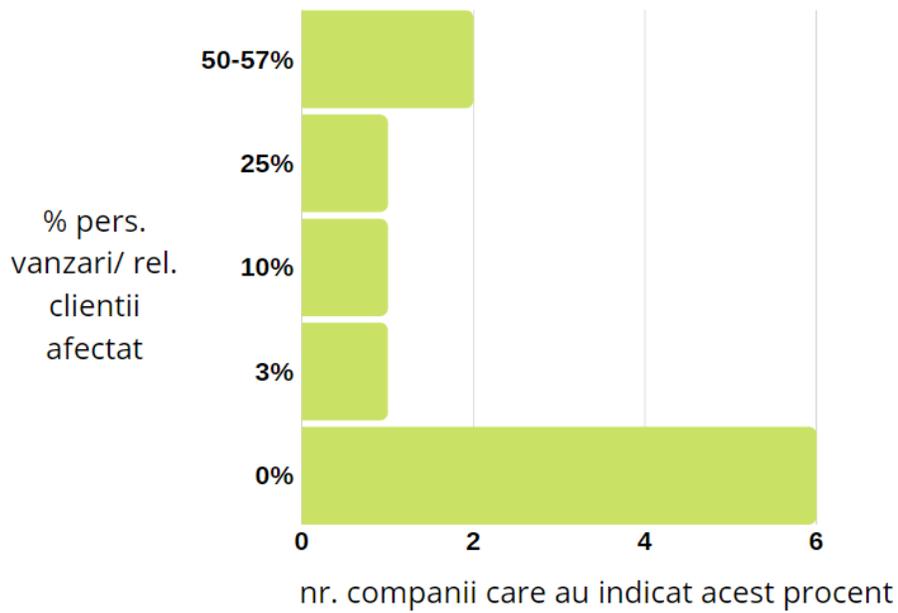


Q41 Te rugam sa aproximezi % populatiei de vanzari/relatii cu clientii afectate de masura concedierii:

Answered: 11 Skipped: 92

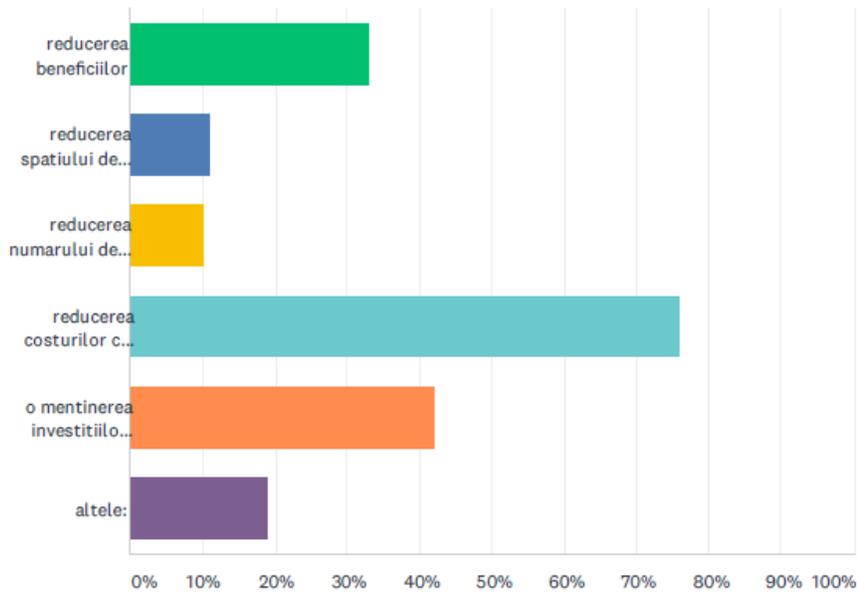


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	146	11
Total Respondents: 11			



Q42 Ce alte masuri de reducere a costurilor au fost implementate/ planificate? (Raspuns multiplu posibil)

Answered: 100 Skipped: 3



ANSWER CHOICES	RESPONSES	
reducerea beneficiilor	33.00%	33
reducerea spatiului de birouri inchirat	11.00%	11
reducerea numarului de angajati din leasing	10.00%	10
reducerea costurilor cu furnizorii externi (de training, recrutare, consultanta, etc.)	76.00%	76
o mentinerea investitiilor cu ROI bun pentru eficienta (automatizari, etc.)	42.00%	42
altele:	19.00%	19
Total Respondents: 100		

#	ALTELE:	DATE
1	reducerea timpului de lucru	5/4/2020 11:22 PM
2	nu a fost cazul pana acum sa luam astfel de masuri	5/4/2020 10:59 AM
3	renegociere contracte existente (chirie, telefonie, etc)	5/4/2020 10:56 AM
4	Nu s-au luat masuri aditionale de control al costurilor, altele decat cele aplicate in mod obisnuit	5/4/2020 10:54 AM
5	reducerea costurilor cu birotica, consumabile, intretinere spatii	5/4/2020 10:51 AM
6	Este planificata masura reducerii programului de lucru la 4 zile/saptamana pentru functiunile/departamentele suport in cazul in care vanzarile vor inregistra o scadere abrupta..	5/4/2020 10:03 AM
7	reducere % bonusuri de performanta	4/30/2020 3:43 PM
8	o mai buna implementare a investitiilor, cu un ROI mai bun; atentie mai mare la productivitate, investitii de marketing cu un ROI mai bun	4/30/2020 11:23 AM
9	reducerea programului de lucru de la 5 la 4 zile	4/30/2020 10:50 AM
10	consumarea numarului de zile de concediu din perioade anterioare	4/30/2020 10:11 AM
11	renegocieri cu furnizori (ex. chirii, etc.), reducere consum (ex. benzina)	4/29/2020 6:58 PM
12	Din cauza/datorita faptului ca lucram de acasa au scazut costurile cu: apa, cafea, ceai, fructe, produse de curatenie, produse pentru toalete, utilitati	4/29/2020 5:48 PM
13	consumarea zilelor de concediu restante din anii anteriori si cota pentru Q1 2020, reducerea bugetelor departamentelor si eliminarea activitatilor non critice.,	4/28/2020 7:36 PM
14	Reducerea travel-ului, hire freeze	4/28/2020 2:53 PM
15	NA	4/28/2020 9:48 AM
16	reducerea calatoriilor, meetingurilor	4/27/2020 5:56 PM
17	planificarea concediilor si reducerea balantelor din anii anteriori	4/27/2020 5:42 PM
18	Am platit bonusurile anuale; am facut cresteri salariale; targetam ocuparea tuturor pozitiilor operationale vacante; hiring freeze 3 luni pe toate rolurile de support	4/27/2020 5:06 PM
19	reducerea costurilor materiale	4/27/2020 5:01 PM

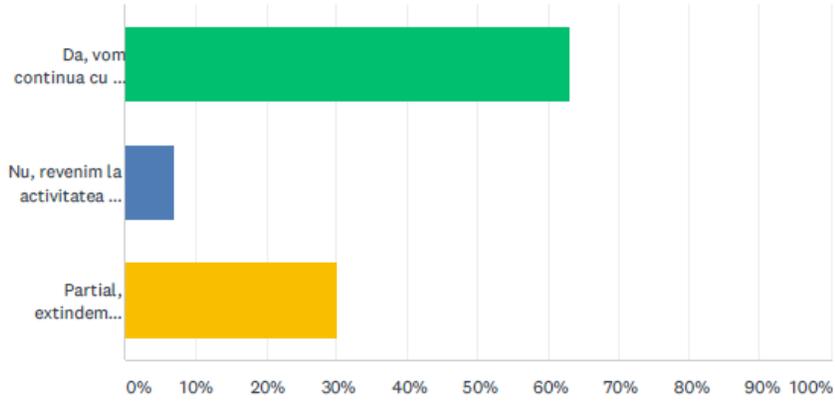
Q43 Care au fost beneficiile afectate?

Answered: 33 Skipped: 70

#	RESPONSES	DATE
1	cele pentru sport, cafea, apa filtrata, spatii de recreere din firma, sala de mese cu electrocasnicele specifice, petrecerea angajatorilor, bonuri cadou de sarbatori	5/5/2020 9:43 AM
2	subventionarea mesei zilnice	5/4/2020 4:31 PM
3	decont combustibil, participare la evenimente externe	5/4/2020 3:11 PM
4	tichetele de masa/alocatia de transport	5/4/2020 12:47 PM
5	7 card, pauza de fructe, bookster	5/4/2020 12:36 PM
6	beneficiu flexibil, asigurari medicale	5/4/2020 12:26 PM
7	Traininguri, Tichete de masa	5/4/2020 11:00 AM
8	tichete de masa	5/4/2020 10:56 AM
9	bonus	5/2/2020 3:18 PM
10	tichetele de masa	5/2/2020 2:38 PM
11	grant de cercetare	5/1/2020 9:29 PM
12	toate	4/30/2020 6:37 PM
13	Bonuri masa/cadou	4/30/2020 5:08 PM
14	Avem beneficii flexibile si ne gandim sa scadem bugetul alocat.	4/30/2020 3:43 PM
15	diverse prime corelate de KPIs	4/30/2020 10:51 AM
16	tichete masa, 7 card	4/30/2020 10:30 AM
17	Masaj la birou	4/30/2020 10:30 AM
18	Beneficii legate de wellbeing.	4/30/2020 10:13 AM
19	Bonuri vacanta	4/29/2020 6:58 PM
20	abonament 7Card	4/29/2020 6:07 PM
21	Tichete de masă, fructe la birou, masaj postural, bugetul de training individual	4/29/2020 5:22 PM
22	Au fost suspendate toate beneficiile in perioada crizei si nu vor exista majorari conform vechimii in acest an, asa cum se intampla in mor normal	4/29/2020 4:45 PM
23	Asigurare medicală, deconturi	4/29/2020 4:45 PM
24	Team building	4/29/2020 4:44 PM
25	diferite cadouri acordate angajatilor, prime de fidelitate	4/29/2020 4:29 PM
26	tichetele de masa, abonamentul de bus, parcare, trainingurile cu furnizori externi, evenimentele (summer party, team buildings, Christmas party), iaurturi, fructe, abonmentele la salile de sport	4/29/2020 2:28 PM
27	reducerea cotei de combustibil, si alte prime (de paste, vacanta, etc.)	4/28/2020 7:37 PM
28	tichetele de masa	4/28/2020 9:43 AM
29	Asigurarea Medicala	4/27/2020 10:17 PM
30	masa de pranz, fructele, sala sport	4/27/2020 9:44 PM
31	Carburant	4/27/2020 5:56 PM
32	Tichete de masa, de vacanta, compensare transport, tichete culturale	4/27/2020 5:01 PM
33	Premii trimestriale, premii de retentie	4/27/2020 5:00 PM

Q44 Veti mentine in cadrul organizatiei regulile actuale de work from home si dupa incetarea starii de urgenta?

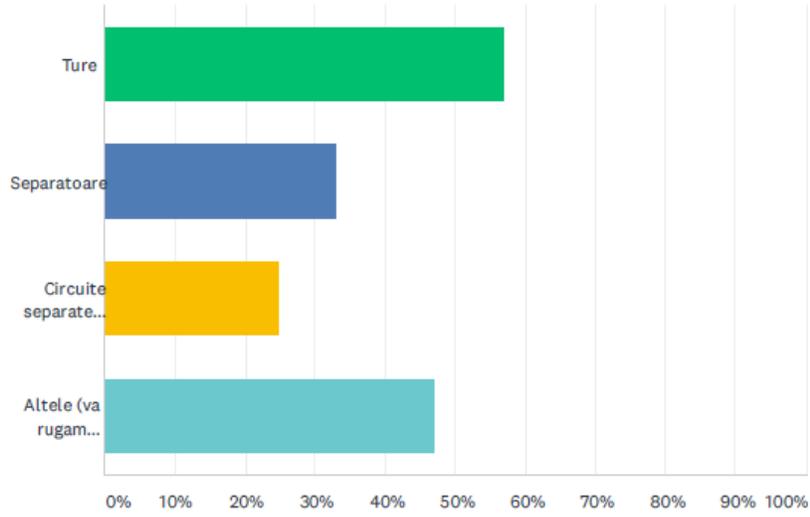
Answered: 100 Skipped: 3



ANSWER CHOICES	RESPONSES
Da, vom continua cu WFH inca o perioada	63.00% 63
Nu, revenim la activitatea la birou si pastram regulile de WFH existente inaintea crizei COVID-19	7.00% 7
Partial, extindem accesarea WFH pentru un numar mai mare de angajati si pentru mai multe zile, decat inaintea crizei	30.00% 30
TOTAL	100

Q45 Ce masuri luati in calcul pentru reintoarcerea la birou?

Answered: 100 Skipped: 3



ANSWER CHOICES	RESPONSES	
Ture	57.00%	57
Separatoare	33.00%	33
Circuite separate intrare/iesire	25.00%	25
Altele (va rugam specificati care):	47.00%	47
Total Respondents: 100		

Masuri organizationale in contextul crizei COVID-19

SurveyMonkey

#	ALTELE (VA RUGAM SPECIFICATI CARE):	DATE
1	NA	5/5/2020 2:32 PM
2	nu exista un plan de masuri	5/5/2020 9:44 AM
3	măsurarea temperaturii, recomandări de bune practici	5/4/2020 4:38 PM
4	prezenta prin rotatie la birou a unui procent maxim de 50% din salariatii, restul lucrând de acasa	5/4/2020 4:32 PM
5	Dezinfectanți, măști, mănuși	5/4/2020 4:10 PM
6	nu am luat inca	5/4/2020 3:13 PM
7	Hybrid Work from home/Work from office	5/4/2020 1:58 PM
8	Masuri suplimentare de protectie - masti si manusi	5/4/2020 1:34 PM
9	max 15% din angajati back to office cu 2 sapt intarziere fata de decizia autoritatilor; orar decalat de intrare in birouri	5/4/2020 1:34 PM
10	daca vom trece la activitate mixta(telemunca&Office)vom testa slariatii care revin la birou	5/4/2020 12:40 PM
11	Oprirea lifturilor, restrictionarea accesului între etaje,reguli de distanțare socială,masti	5/4/2020 12:38 PM
12	Număr mic de angajați prezenți la birou, astfel încât să poată fi respectată distanța de siguranță.	5/4/2020 11:35 AM
13	program decalat, WFH prin rotatie pentru mentinerea distantarii in open space, dublare numar autobuze pt salariatii din fabrica, distribuire masti si dezinfectanti	5/4/2020 11:01 AM
14	Dezinfectie zilnica si saptamanala a spatiilor de lucru, asigurare catering.	5/4/2020 10:55 AM
15	flexible working times	5/4/2020 10:50 AM
16	disponibilitate dezinfectant si masti de protectie, prezenta alternativa la birou	5/4/2020 10:04 AM
17	work from home	5/2/2020 2:39 PM
18	Vine cine vrea, restul wfh	5/1/2020 11:34 PM
19	spatierea birourilor mai mare, am facut deja circuite separate intrare/iesire pentru cei care au mers tot timpul la munca, am facut obligatorie purtarea mastilor	4/30/2020 3:45 PM
20	masti, dezinfectant, dezinfectii repetate, cantina inchisa, usi deschise, manusi	4/30/2020 3:32 PM
21	filtre HEPA pt aer conditionat, WFH extins, marirea spatiului personal	4/30/2020 12:07 PM
22	prezenta alternativa in birou, numar limitat de angajati (max 2) in birourile cu mai multi angajati	4/30/2020 11:24 AM
23	delimitare locuri de servit masa, zona de fumat, distribuire apa imbuteliata, nu se comanda catering si nu se folosesc aparatele de cafea, fiecare salariat completeaza in fisa de autoevaluarea a starii de sanatate si se masoara temperatura la intrarea in schimb, tunel de dezinfectare la intrarea in schimb, limitarea numarului de persoane in mijloacele de transport in comun, reorganizarea pauzelor, etc	4/30/2020 10:57 AM
24	prezenta la birou prin rotatie	4/30/2020 10:28 AM
25	redesign spatii lucru, extindere protocoale curatentie si igienizare	4/30/2020 10:12 AM
26	Intoarcere etapizata a angajatilor la birou, distantarea birourilor si echipelor	4/30/2020 9:46 AM
27	masti, limitare nr de oameni in birou, etc	4/29/2020 6:59 PM
28	masti protectie, dezinfectanti, distanta sociala	4/29/2020 6:09 PM
29	Masuri legate de igiena: masti si dezinfectant	4/29/2020 5:48 PM
30	ne vom intoarce la birou un numar mic de persoane care au masini de companie si doar 2-3 zile pe saptamana (in prima faza)	4/29/2020 5:18 PM
31	se lucreaza la solutii posibile	4/29/2020 4:47 PM
32	să fim atenți, să păstrăm distanța, fără măsuri exagerate	4/29/2020 4:46 PM
33	Reorganizarea birourilor	4/29/2020 4:45 PM
34	vom intocmi proceduri conform Hilton	4/29/2020 4:30 PM

Masuri organizationale in contextul crizei COVID-19

SurveyMonkey

35	doar o parte din colegi, care isi doresc pot merge sa lucreze la birou, birourile fiind departate	4/29/2020 2:29 PM
36	Inca nu avem o strategie conturata referitoare la intoarcerea la birou.	4/28/2020 7:40 PM
37	Venirea prin rotatie pentru colegii care doresc si care au cea mai mare nevoie de business sa fie la birou.	4/28/2020 2:54 PM
38	pentru productie - reamenajarea locurilor de munca; SSC - nu ne intoarcem pana nu este "safe enough"	4/28/2020 11:35 AM
39	WFH rprin rotatie si progresiv. Flexibilitatea de a veni mai devreme si pleca mai devreme sau invers (mai tarziu). Car sharing pt a evita transportul public	4/28/2020 10:06 AM
40	Aparate de purificare a aerului	4/27/2020 10:18 PM
41	prezenta prin rotatie la birou	4/27/2020 5:57 PM
42	Program flexibil	4/27/2020 5:57 PM
43	distanta birou de 1.5m-2m, masti obligatorii	4/27/2020 5:51 PM
44	reorganizarea spatiului de lucru, redistribuirea oamenilor incat sa fie echipele pe mai multe etaje	4/27/2020 5:42 PM
45	am constituit deja stocuri de masti si gel dezinfectant astfel incat sa dotam si persoanelul din office la revenirea din home office cu doua masti/zi si 1 l gel/luna	4/27/2020 5:08 PM
46	nu s-au stabilit inca insa ne gandim la ceva reguli noi	4/27/2020 5:04 PM
47	asezarea diferita in spatiu, astfel incat sa pastram 2 m distanta sociala, rotatia la 2 saptamani, nu mai mult de 25% din angajati in prima luna	4/27/2020 4:54 PM