



CIPD DERBYSHIRE AND NOTTINGHAMSHIRE BRANCH AGM

Dr Sarah Pass

Senior Lecturer at Nottingham Business School and
Engage for Success Board member





ENGAGE
FOR
SUCCESS



10 YEARS ON

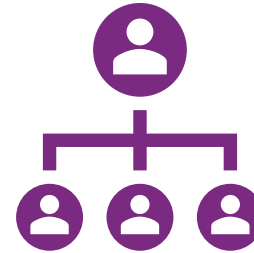
Inspiring people and workplaces to thrive

AN EXAMPLE OF ACTIVE DISENGAGEMENT:





What does employee engagement mean to you?



What does employee engagement mean to your organisation?

THE FOUR ENABLERS OF ENGAGEMENT



Strategic
Narrative



Employee
Voice



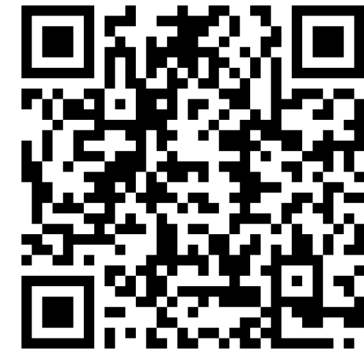
Engaging
Managers



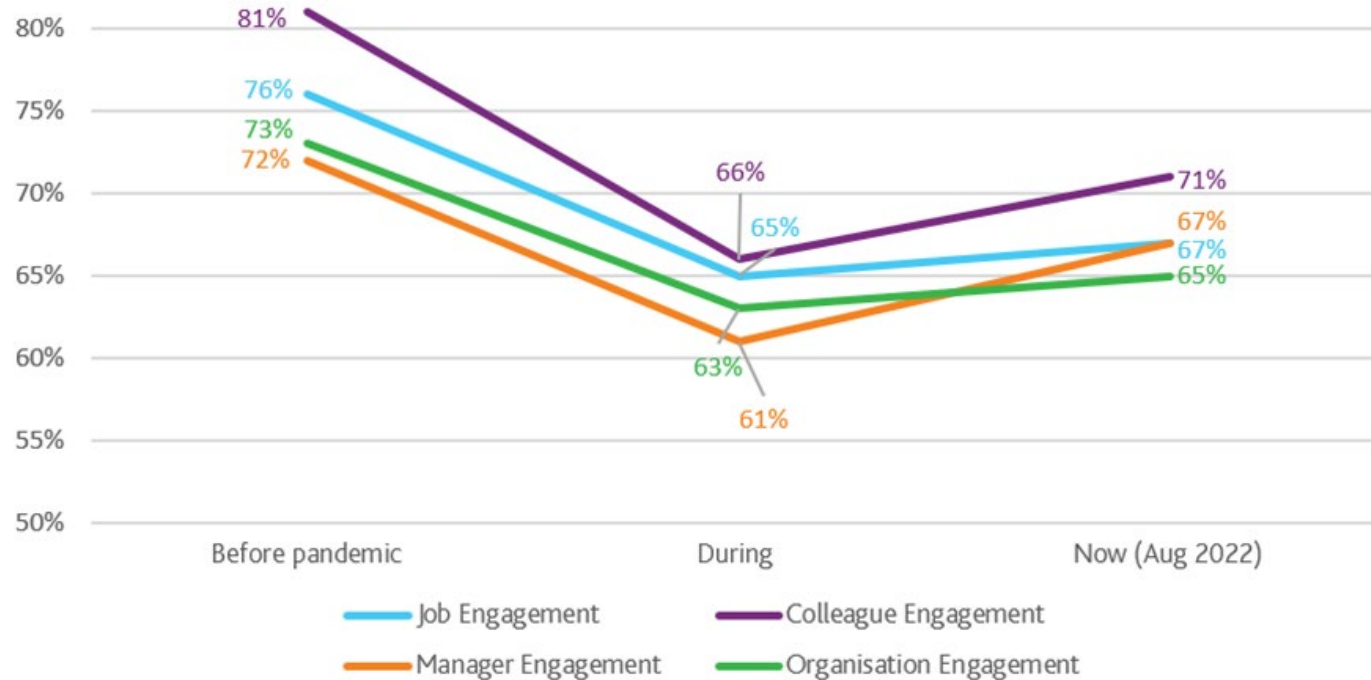
Organisational
Integrity

UK EMPLOYEE ENGAGEMENT SURVEY 2022

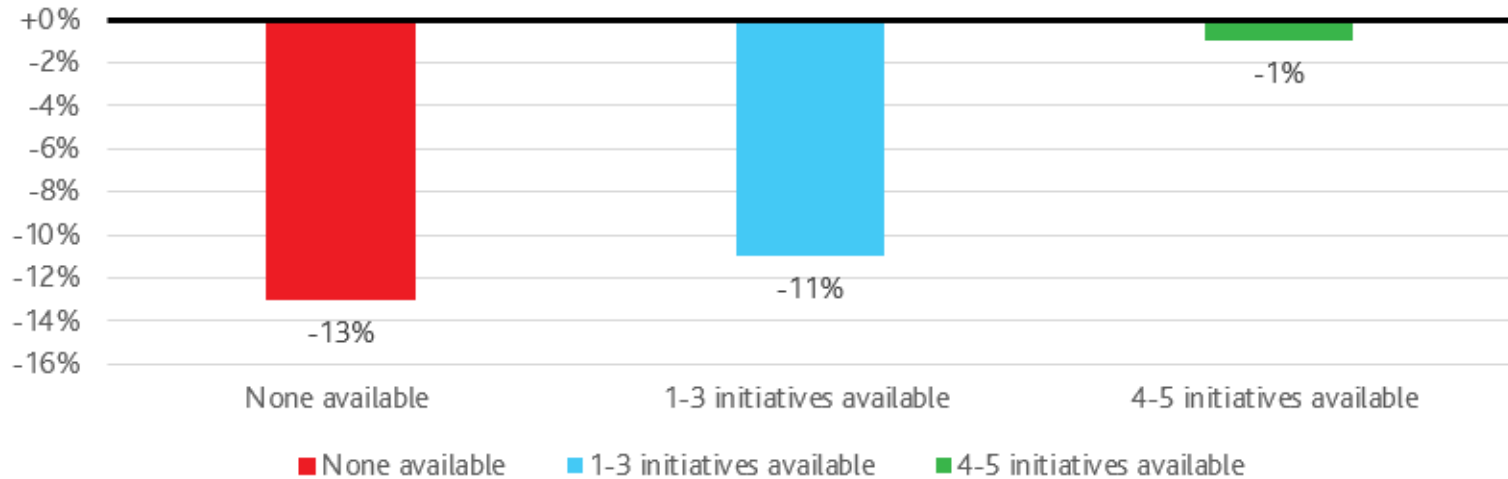
- ▶ Impact of pandemic on employee engagement
- ▶ Explore what organisations did and what worked
- ▶ Establish a benchmark of engagement Research Team: James Court-Smith, Dr Yu-Ling Liu-Smith (NBS), Serban Popescu, Dr Maranda Ridgway (NBS) and Associate Prof Nadia Kougiannou (NBS)



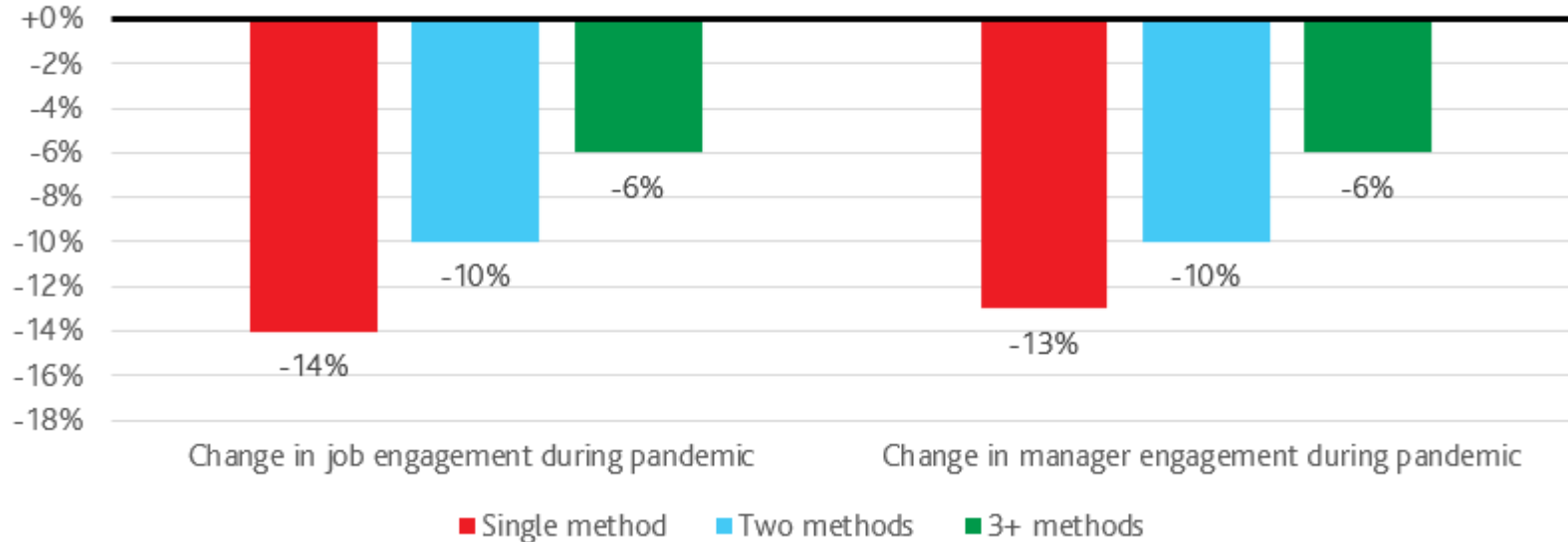
IMPACT OF THE PANDEMIC ON ENGAGEMENT LEVELS



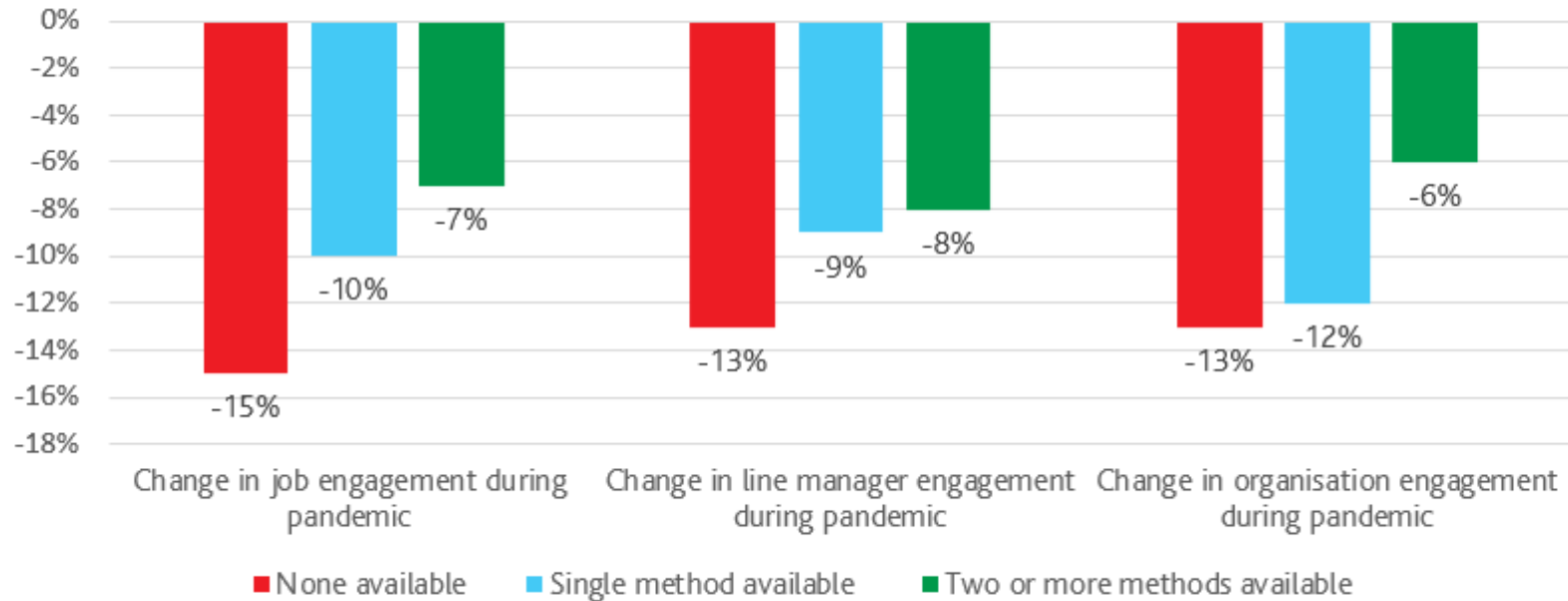
DROPS IN ENGAGEMENT AND AVAILABILITY OF ONLINE HEALTH AND WELLBEING INITIATIVES



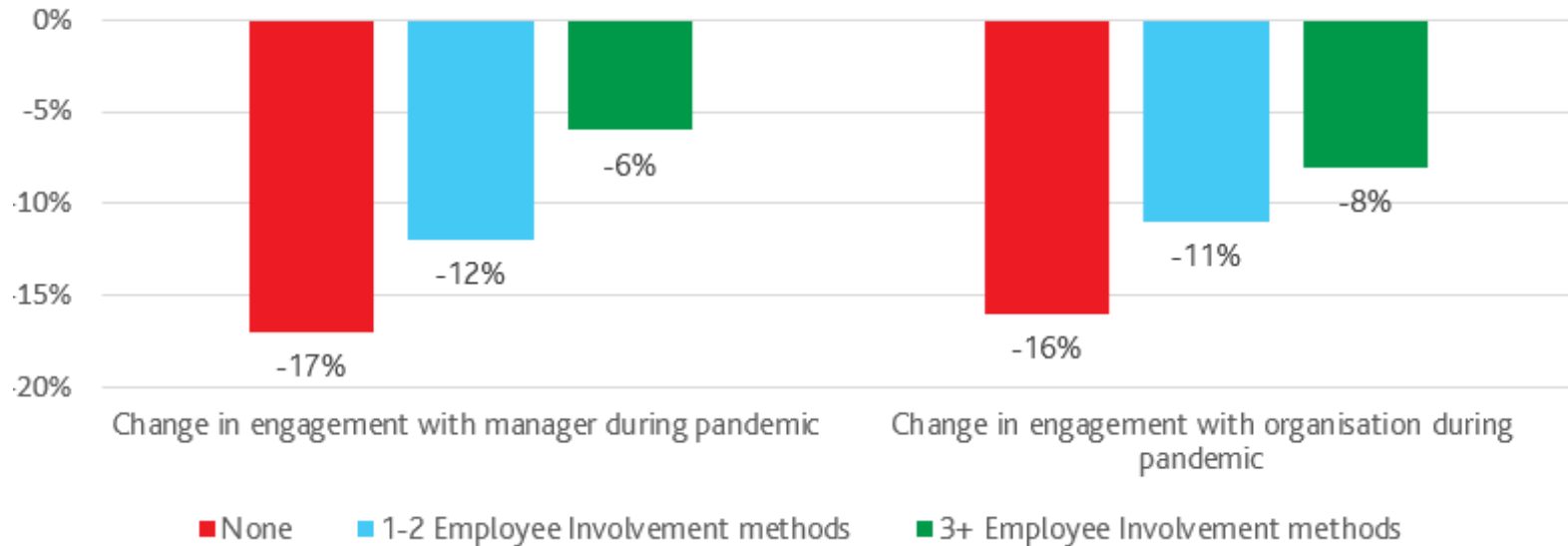
DROPS IN ENGAGEMENT AND NUMBER OF COMMUNICATION CHANNELS USED DURING THE PANDEMIC



DROPS IN ENGAGEMENT AND LEARNING AND DEVELOPMENT METHODS OFFERED BY EMPLOYER DURING THE PANDEMIC



DROPS IN ENGAGEMENT DURING PANDEMIC AND NUMBER OF EMPLOYEE INVOLVEMENT METHODS USED BY EMPLOYER





	EMPLOYEE INVOLVEMENT METHODS	LEARNING AND DEVELOPMENT OPPORTUNITIES	COMMUNICATION CHANNELS	ONLINE HEALTH AND WELL-BEING INITIATIVES
PASSIVE No highly active bundles (48% of respondents)	 1 or 2 methods used	 None available	 1 channel used	 None available
MODEST 1 highly active bundle (22% of respondents)	1 or 2 methods used	1+ opportunities available	2+ channels used	1+ initiatives available
ACTIVE 2 highly active bundles (17% of respondents)	3+ methods used	2+ opportunities available	2+ channels used	2+ initiatives available
HIGHLY ACTIVE 3+ highly active bundles (13% respondents)	3+ methods used	2+ opportunities available	3+ channels used	4+ initiatives available



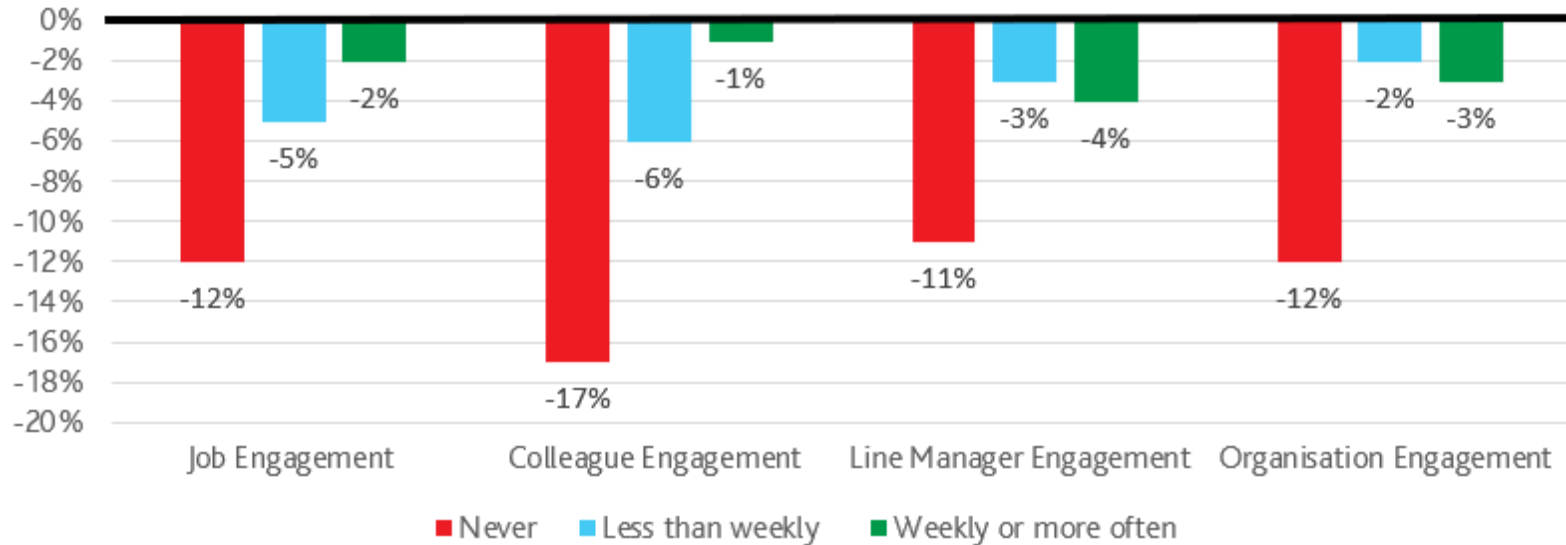
IMPACT OF EMPLOYER RESPONSE ON SELF-REPORTED LEVELS OF JOB AND ORGANISATIONAL ENGAGEMENT LEVELS



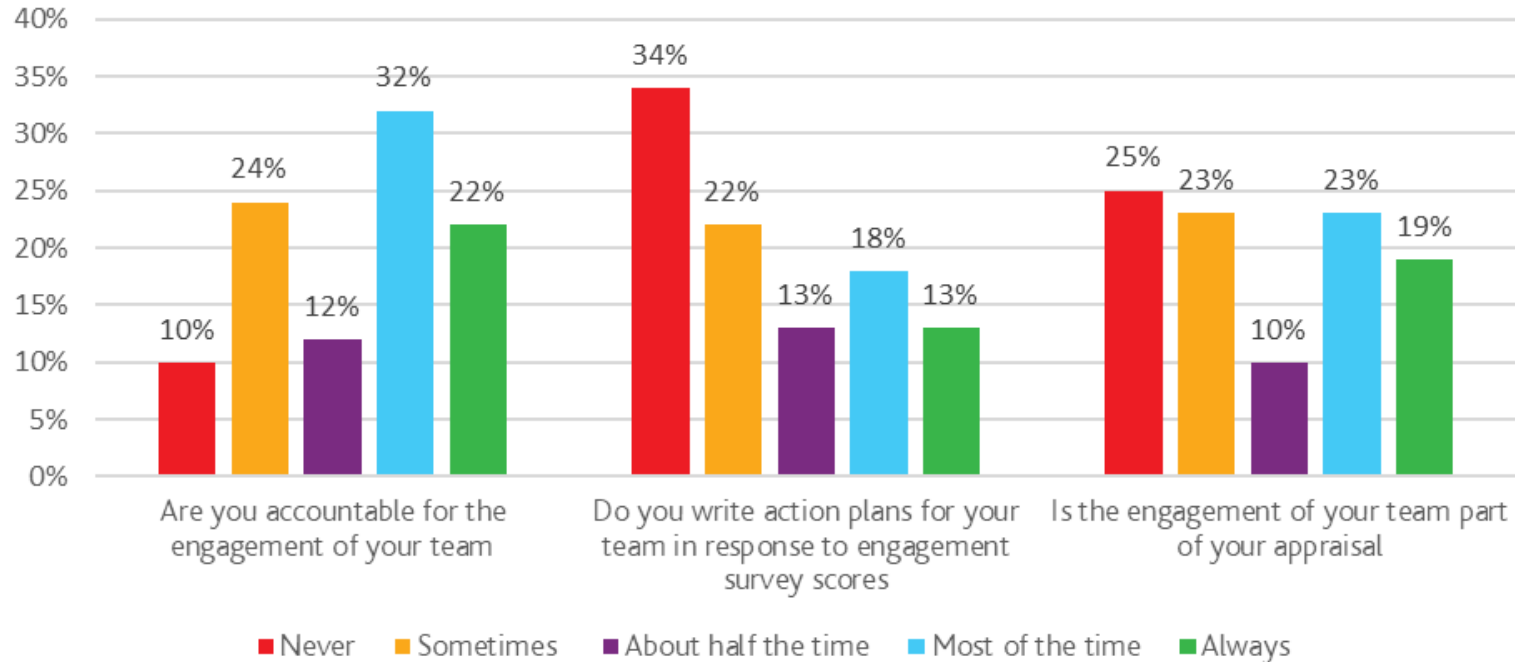


THE ROLE OF THE LINE MANAGER

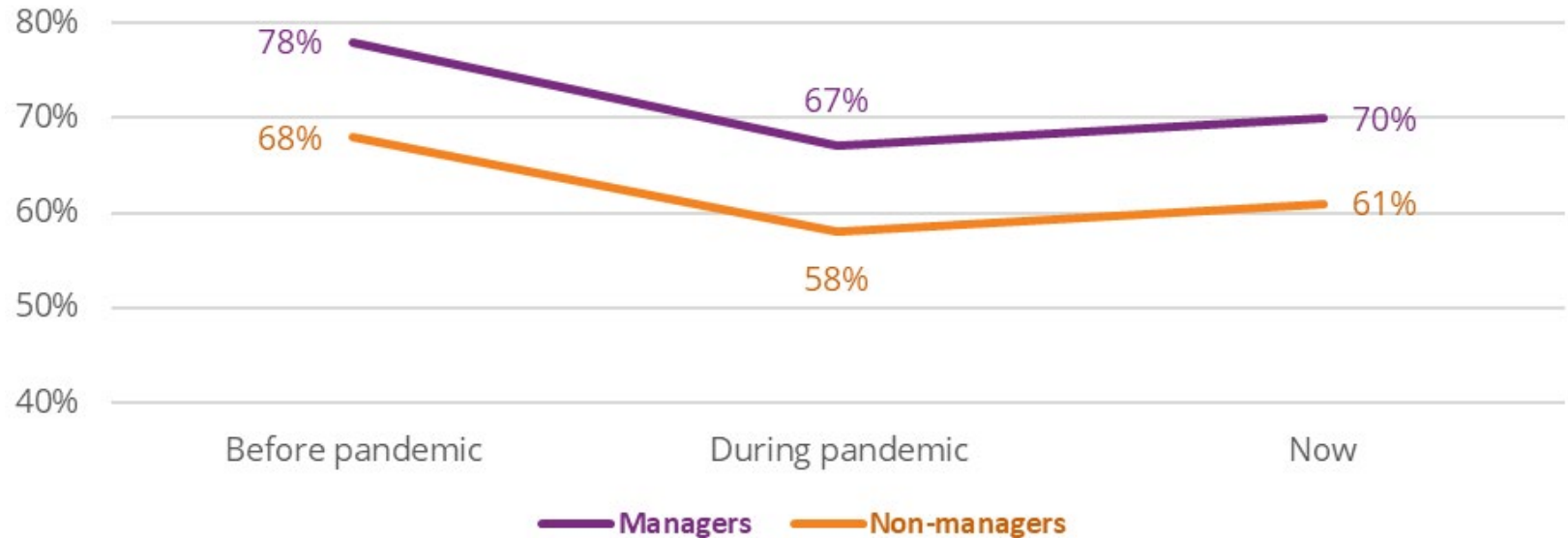
DIFFERENCES IN LEVELS OF ENGAGEMENT DURING VS BEFORE PANDEMIC WITH FREQUENCY OF MEETINGS WITH LINE MANAGER

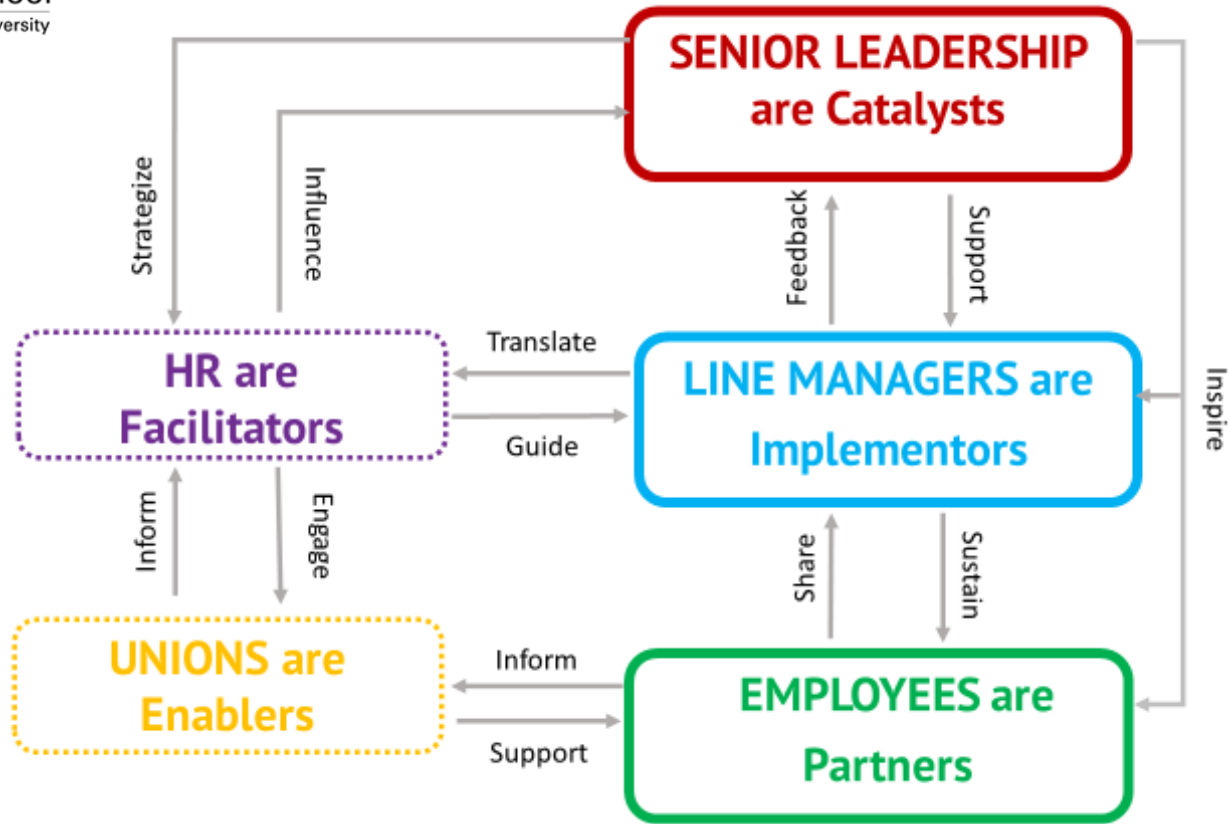


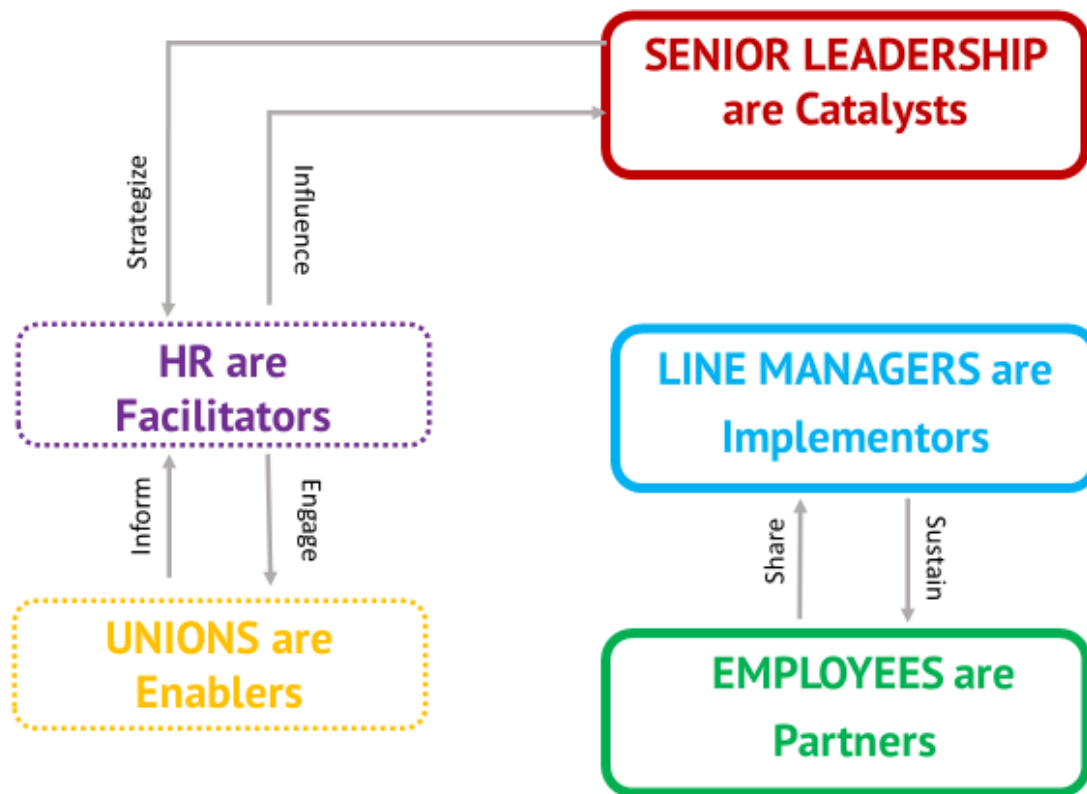
RESPONSIBILITY AND ACCOUNTABILITY

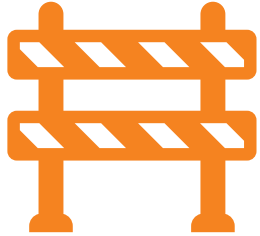


RELATIONSHIP BETWEEN MANAGERS AND NON-MANAGERS





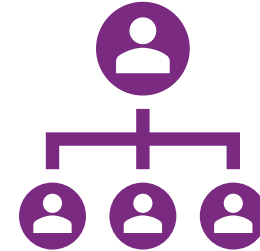




What are the barriers to engagement?



Who is responsible for engagement?
Who is accountable for engagement?



What does your organisation do well to develop engagement? What do you wish they did better?



ANY QUESTIONS?

EMPLOYEE ENGAGEMENT INDEX 2022

Overall Satisfaction

Overall, how satisfied are you with your organisation as a place to work?
5-point scale from Very Dissatisfied (1) to Very Satisfied (5)

Loyalty

I plan to be working for my organisation three years from now
5-point scale from Strongly Disagree (1) to Strongly Agree (5)

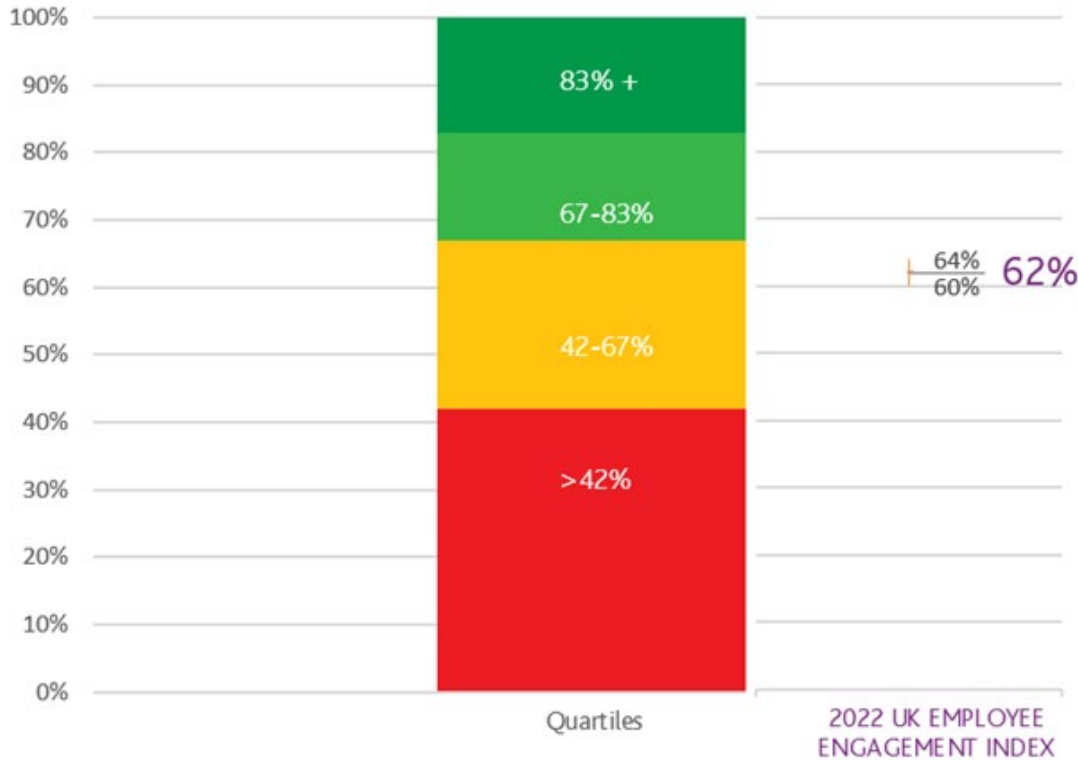
Advocacy

I would recommend my organisation as a great place to work
5-point scale from Strongly Disagree (1) to Strongly Agree (5)



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Nottingham
Business School
Nottingham Trent University



THANKS!

Any questions?

Contact me at: sarah.pass@ntu.ac.uk or at
sarah@engageforsuccess.org

LinkedIn: <http://linkedin.com/in/sarahpass>