THE CURRENT STATE OF EMPLOYEE ENGAGEMENT IN THE UK
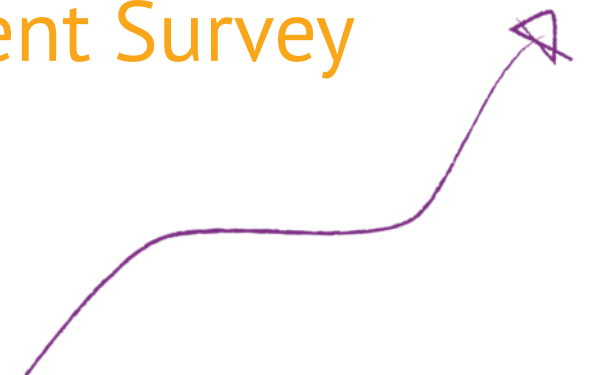
Findings from the 2023 UK Engagement Survey

ENGAGE
FOR
SUCCESS

UK EMPLOYEE
ENGAGEMENT
SURVEY 2022

EXPLORING THE IMPACT
OF COVID-19 ON
EMPLOYEE ENGAGEMENT
IN THE UK

Prepared in collaboration with:

NBS Nottingham Business School
Nottingham Trent University

stillae
Putting data to use

NGAGE
OR
UCCESS

EXPLORING THE IMPACT
OF COVID-19 ON
EMPLOYEE ENGAGEMENT
IN THE UK

ENGAGE
FOR
SUCCESS

UK EMPLOYEE
ENGAGEMENT
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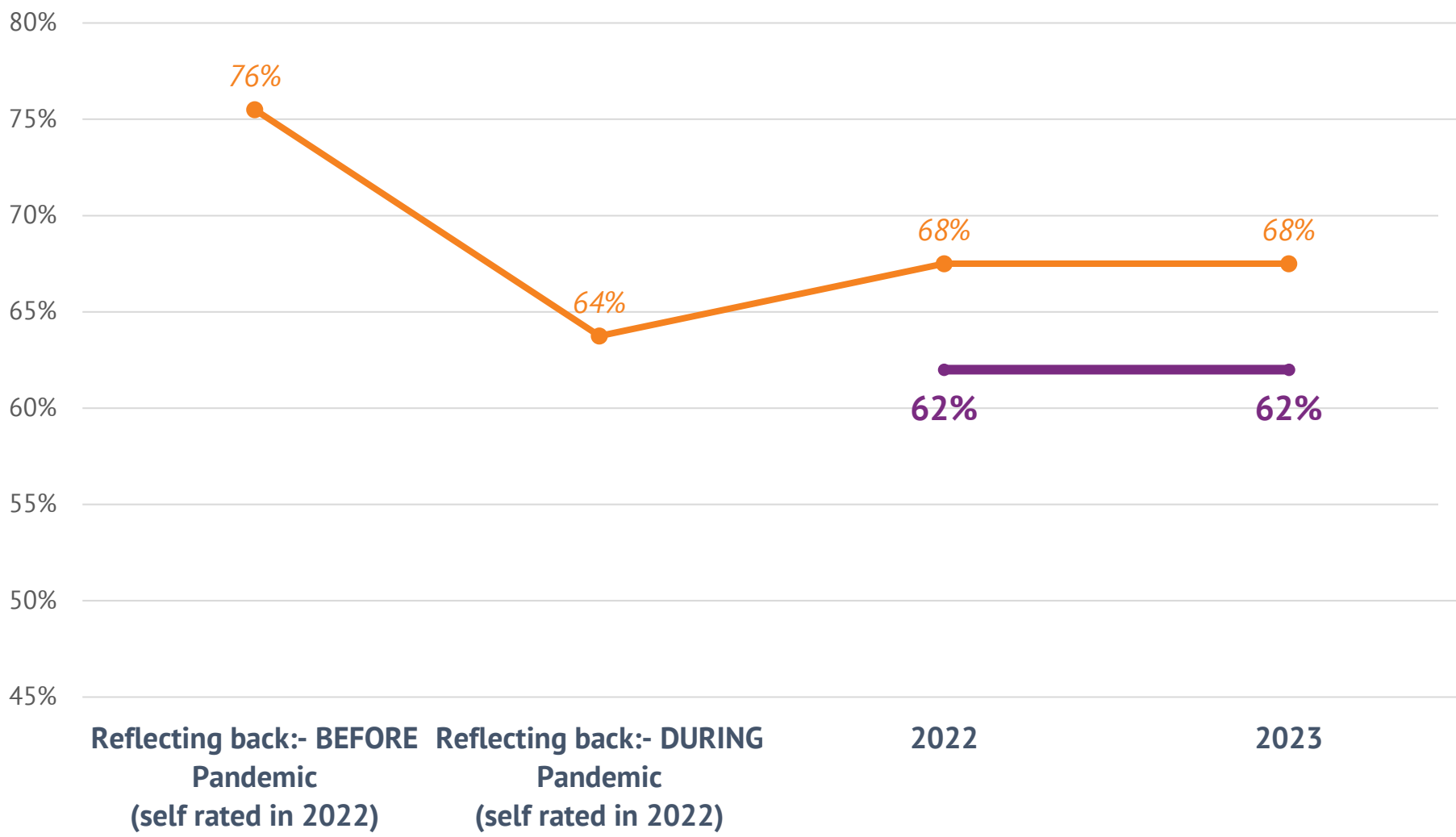
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UK EMPLOYEE ENGAGEMENT LEVELS

COMPARISON OF ENGAGEMENT LEVELS

EFS EMPLOYEE ENGAGEMENT INDEX

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)

Simple average across the 3 questions: 3.47

Converted to % to make it more intuitive: 62%

Strongly Agree (5) = 100%

Agree (4) = 75%

Neither (3) = 50%

Disagree (2) = 25%

Strongly Disagree (1) = 0%

2022: 62%
2023: 62%
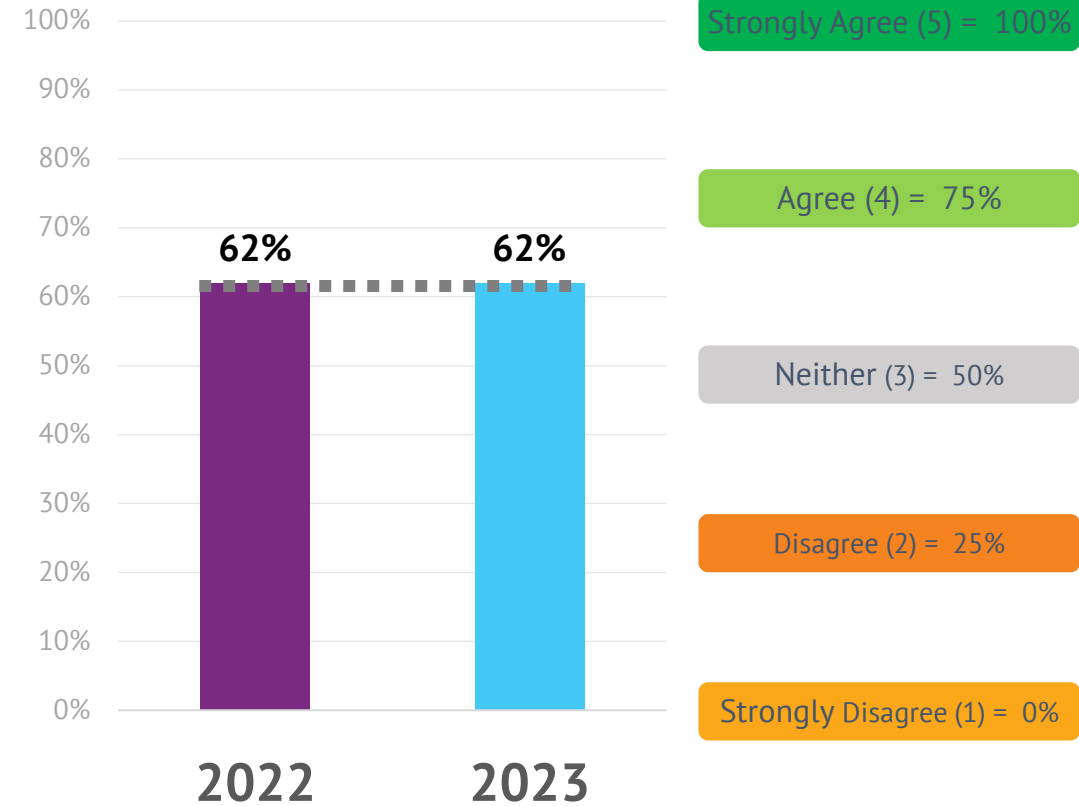
ENGAGEMENT INDICES HIGHLY CORRELATED

EFS	Overall, how satisfied are you with your organisation as a place to work?
	I plan to be working for my organisation three years from now
	I would recommend my organisation as a great place to work

Civil Service	I am proud when I tell others I am part of my organisation
	I would recommend my organisation as a great place to work
	I feel a strong personal attachment to my organisation
	My organisation inspires me to do the best in my job
	My organisation motivates me to help it achieve its objectives

NHS	I look forward to going to work
	I am enthusiastic about my job
	Time passes quickly when I am working

UWES-3	At my work, I feel bursting with energy
	I am enthusiastic about my job
	I am immersed in my work

Correlation Coefficients
Spearman's rho

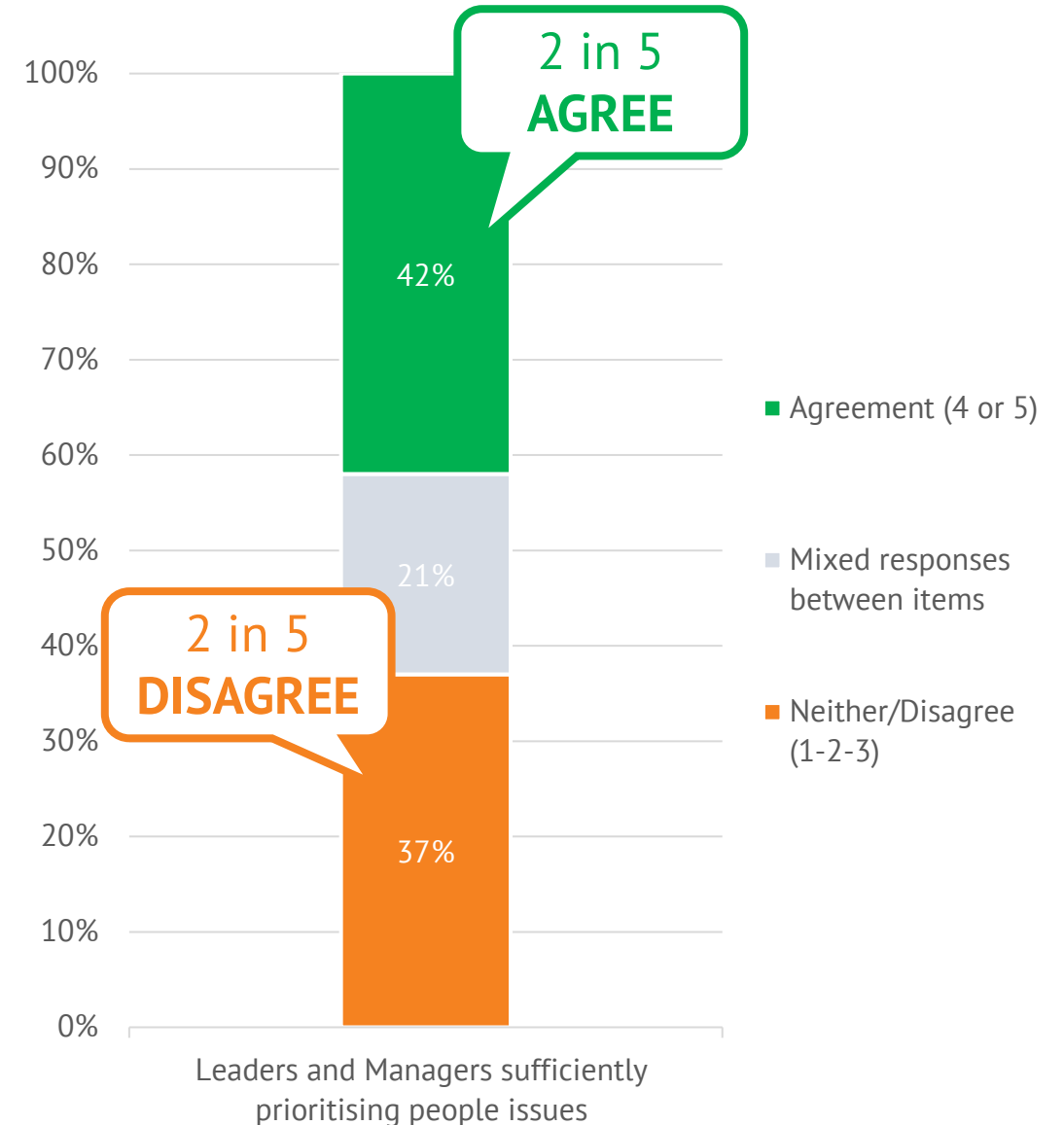|	Civil Service	NHS	UWES
EFS	0.8	0.7	0.6
Civil Service	na	0.7	0.7
NHS		na	0.9
UWES			na

PRIORITISING THE PEOPLE ISSUES

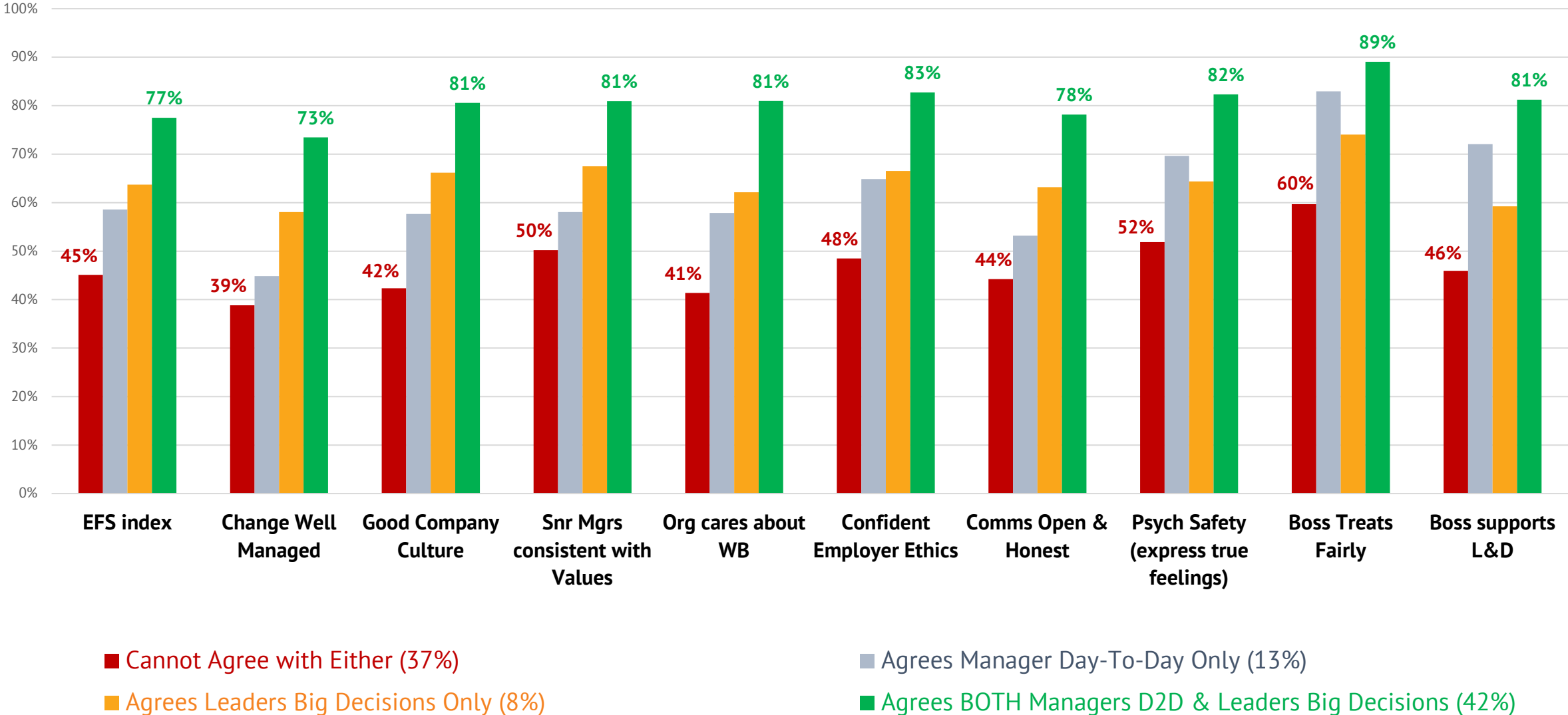# RESPONSES TO BOTH LEADERS AND MANAGERS PRIORITISING PEOPLE ISSUES
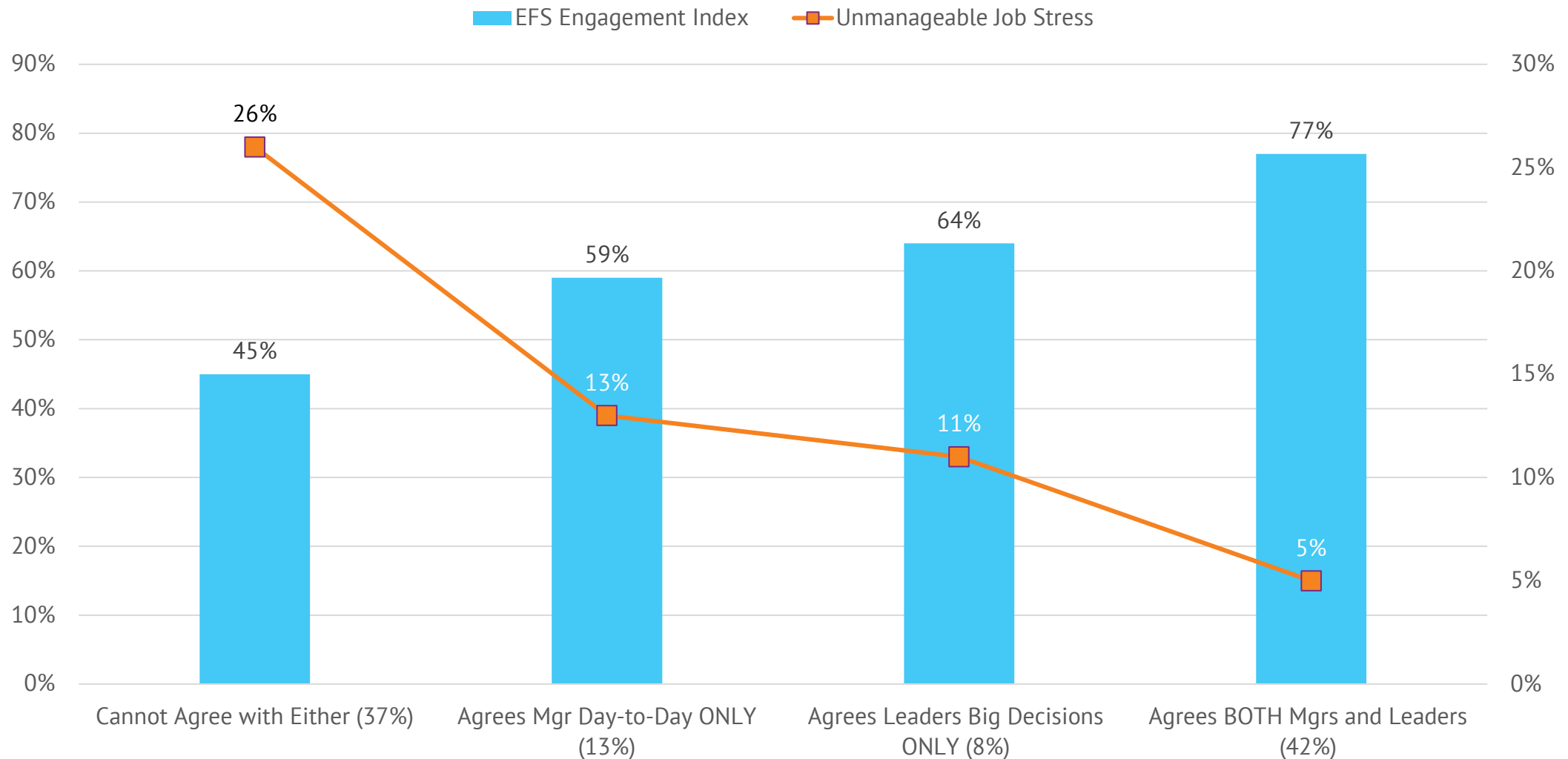
Combined responses to both:

▷ Senior leaders sufficiently prioritising people issues in the **big decisions**

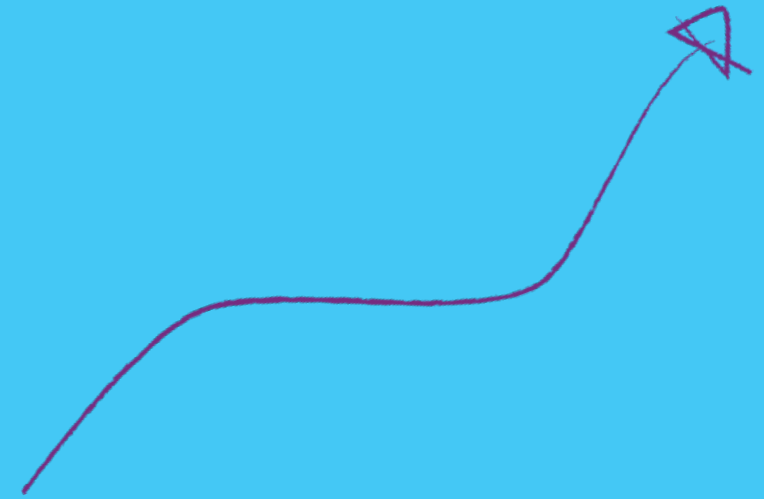▷ Managers sufficiently prioritising people issues in the **day-to-day decisions**

2 in 5 AGREE

2 in 5 DISAGREE

42%

21%

37%

■ Agreement (4 or 5)

■ Mixed responses between items

■ Neither/Disagree (1-2-3)

Leaders and Managers sufficiently prioritising people issues

IMPORTANCE OF SUFFICIENTLY PRIORITISING THE PEOPLE ISSUES

Legend:
- Cannot Agree with Either (37%)
- Agrees Manager Day-To-Day Only (13%)
- Agrees Leaders Big Decisions Only (8%)
- Agrees BOTH Managers D2D & Leaders Big Decisions (42%)

Categories (red % shown):
- EFS index: 45%, 77%
- Change Well Managed: 39%, 73%
- Good Company Culture: 42%, 81%
- Snr Mgrs consistent with Values: 50%, 81%
- Org cares about WB: 41%, 81%
- Confident Employer Ethics: 48%, 83%
- Comms Open & Honest: 44%, 78%
- Psych Safety (express true feelings): 52%, 82%
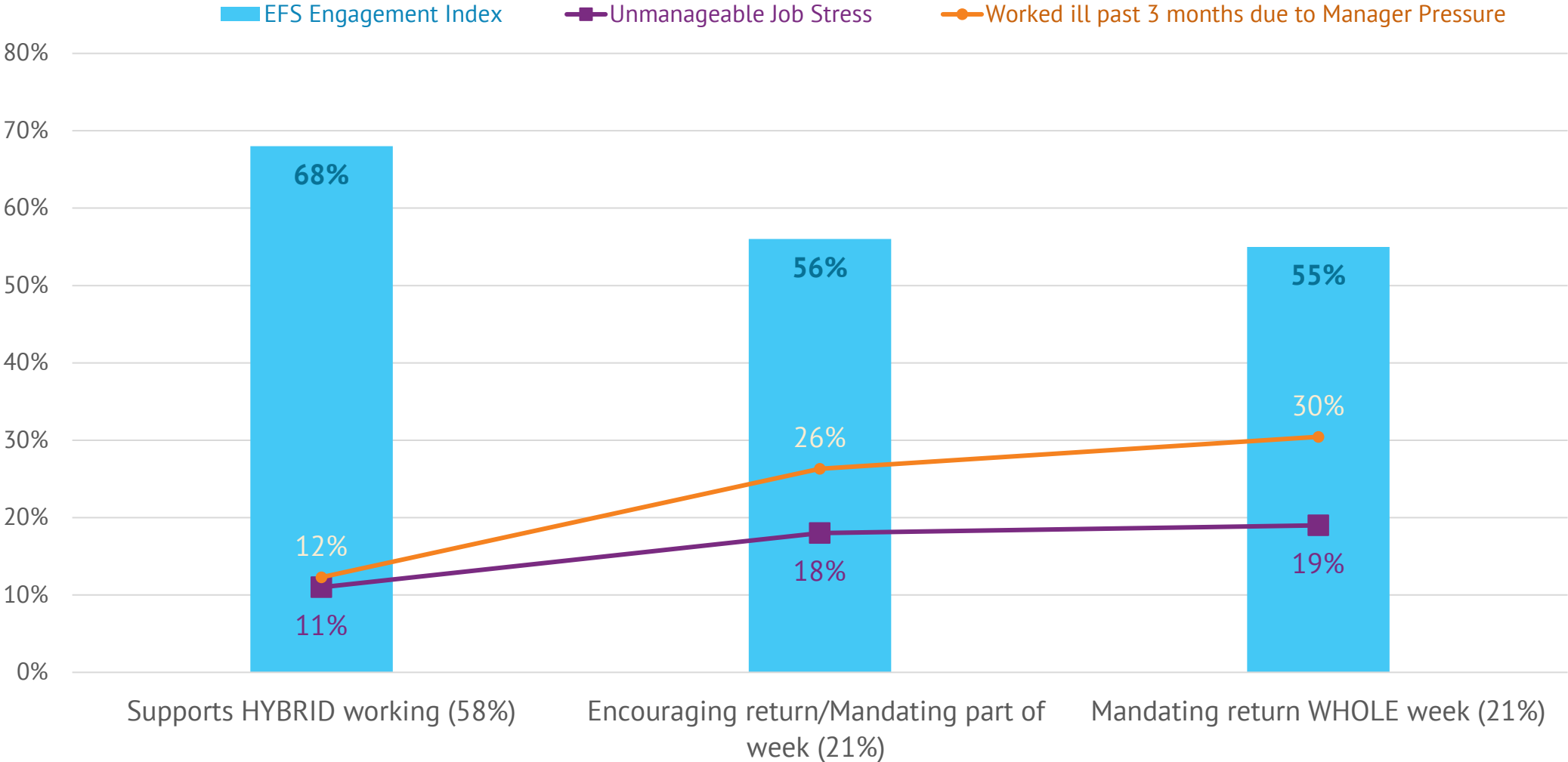- Boss Treats Fairly: 60%, 89%
- Boss supports L&D: 46%, 81%

IMPORTANCE OF PRIORITISING THE PEOPLE ISSUES

HYBRID WORKING

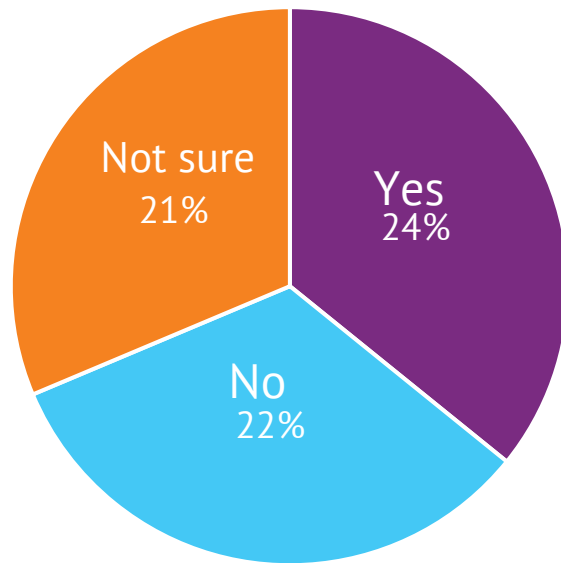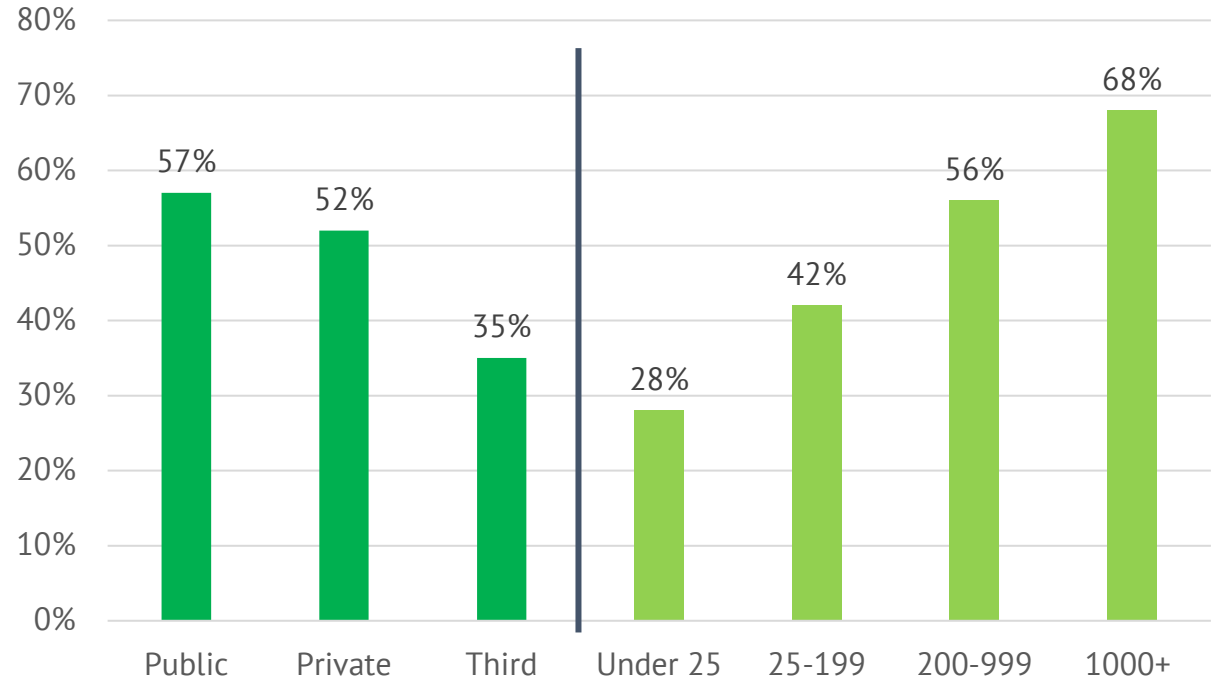# HYBRID WORKING, ENGAGEMENT AND UNMANAGEABLE JOB STRESS

CHAMPION NETWORKS

ENGAGEMENT CHAMPION NETWORKS

▶ Group of individuals in an organisation tasked with 'championing' employee engagement initiatives

▶ Role and activities varies across organisations

▶ Champion is usually chosen for their enthusiasm, communication skills, and ability to motivate others

Pie chart:
- Yes 24%
- No 22%
- Not sure 21%

'My organisation uses employee engagement champion (i.e. staff networks) to promote engagement in the organisation'

Bar chart:
- Public 57%
- Private 52%
- Third 35%
- Under 25 28%
- 25-199 42%
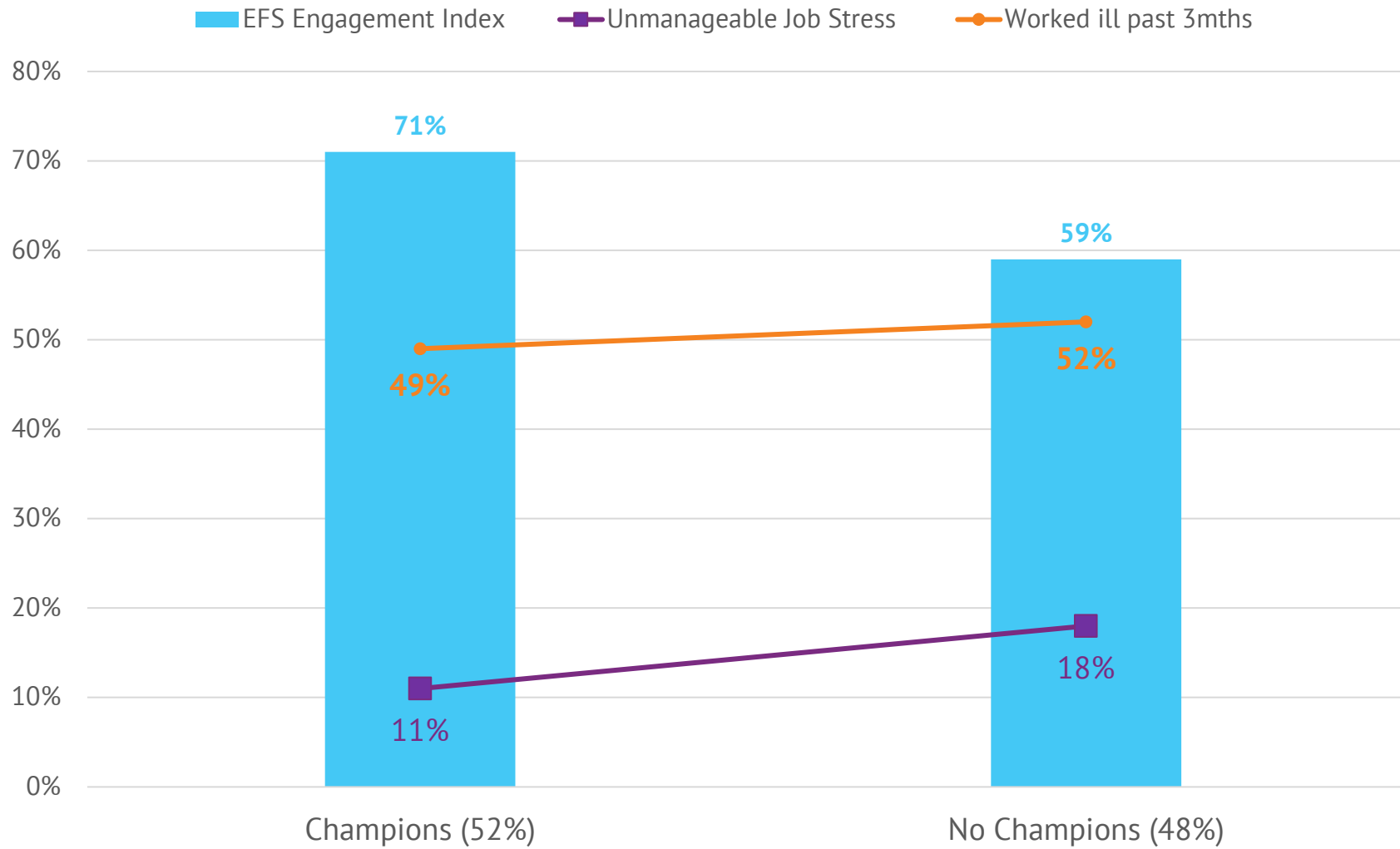- 200-999 56%
- 1000+ 68%

Engagement Champions by Sector and Size

PRIORITISING PEOPLE ISSUES BY BOTH LEADERS AND MANAGERS WITH AVAILABILITY OF CHAMPION NETWORKS
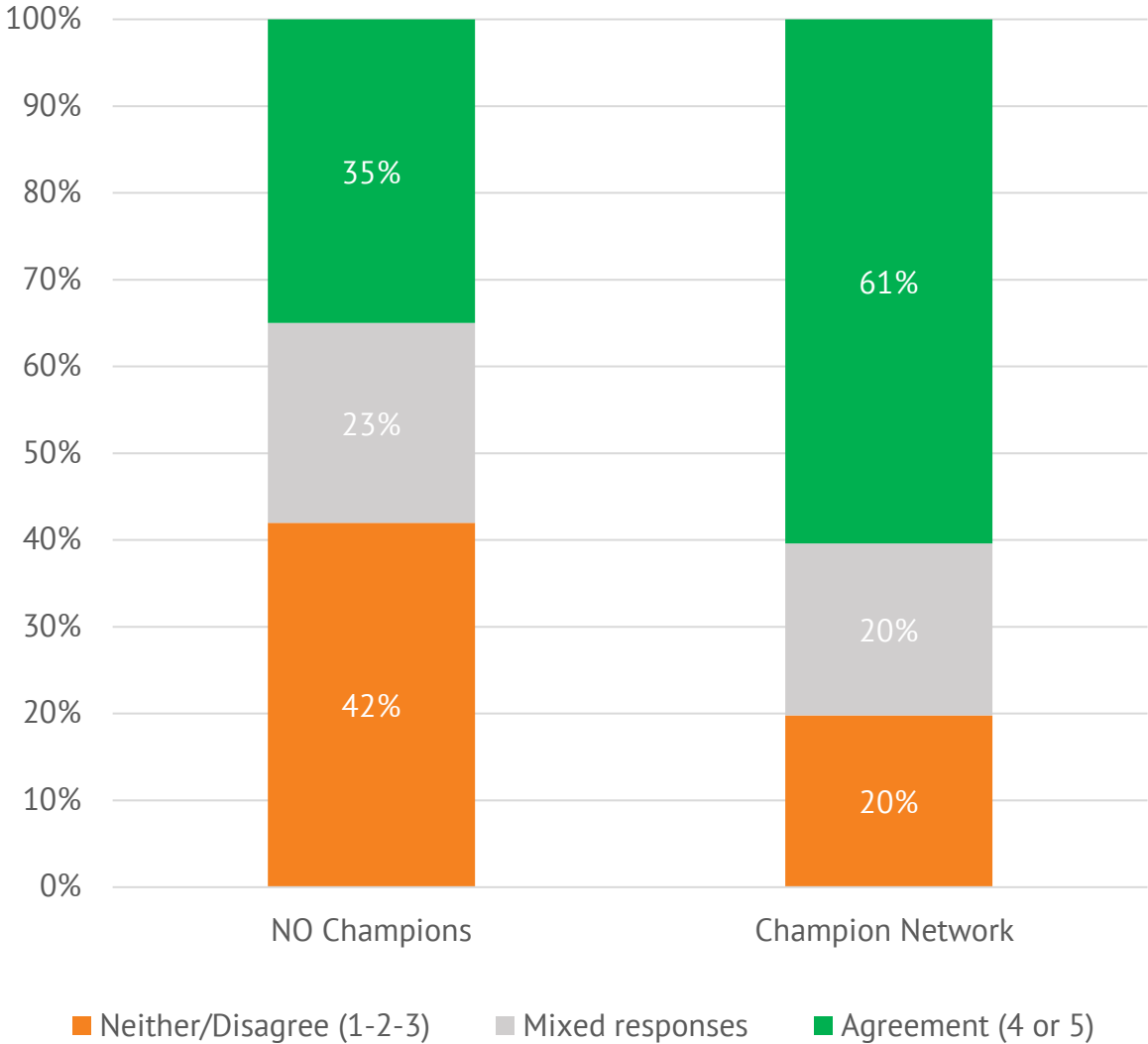
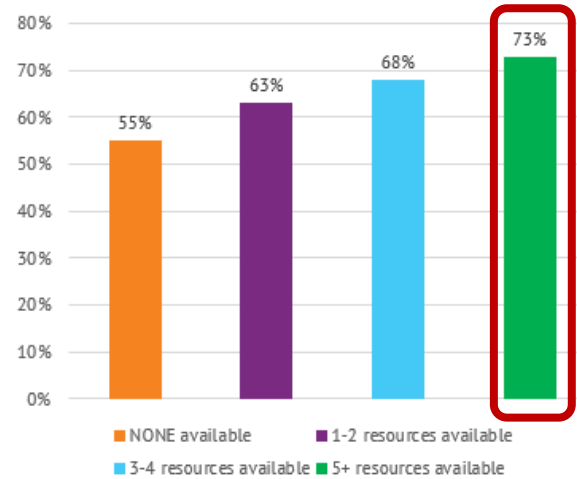# CHAMPION NETWORKS IMPACT ON ENGAGEMENT AND UNMANAGEABLE JOB STRESS

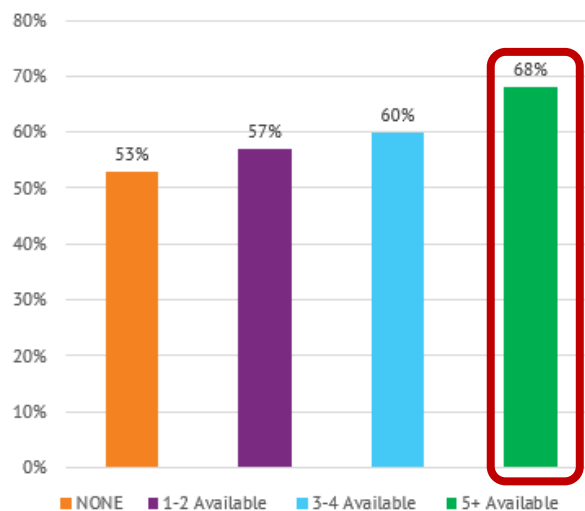**NUMBER** OF METHODS USED HAS AN **IMPACT** ON EFS **ENGAGEMENT** INDEX

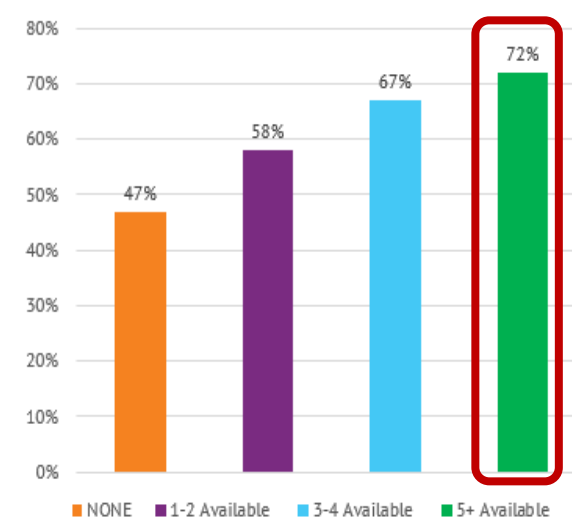Count of wellbeing resources available linked to EFS Index

NONE available: 55%
1-2 resources available: 63%
3-4 resources available: 68%
5+ resources available: 73%

Count of social activities available linked to EFS Index

NONE: 52%
1 Activity available: 60%
2 Activities available: 71%
3+ Activities available: 77%
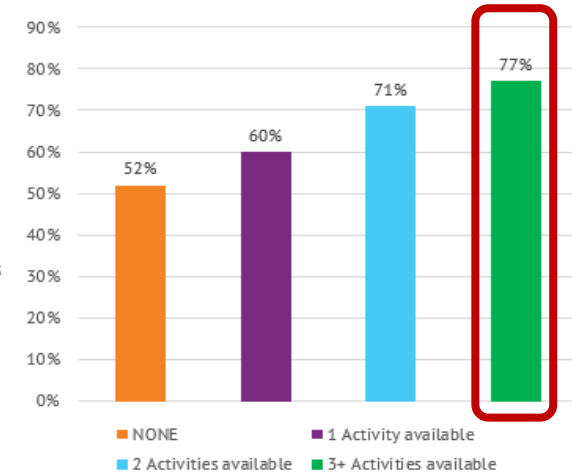
Number voice methods available linked to EFS Index

NONE: 53%
1-2 Available: 57%
3-4 Available: 60%
5+ Available: 68%

Number of L&D methods available linked to EFS Index

NONE: 47%
1-2 Available: 58%
3-4 Available: 67%
5+ Available: 72%

# VARIATIONS IN INDIVIDUAL ENGAGEMENT

OVERVIEW OF RESPONDENTS

Sample

- Representative sample UK working population
- 33% respondents had childcare responsibilities
- 18% had caring responsibilities for an adult

Wellbeing

- 51% respondents worked in last 3 months despite not feeling well
- 23% respondents had long term health condition
- LT health condition highest 18-24yrs (27%) and aged 55-64yrs (25%)

Finances
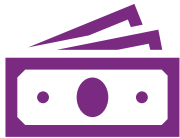
- Personal finances distraction half respondents and with an impact on engagement
- Concern personal finances highest for younger respondents
- Majority of respondents feel they are paid fairly for the work they do

Retention

- 30% respondents DO NOT plan to be working for their organisation 3 years from now
- 47% respondents think about leaving their organisation

KEY FINDINGS FROM THE SURVEY

▷ Engagement levels have stagnated

▷ The choice of engagement model is less important than how it is implemented

▷ People Issues need to be prioritised

▷ Groups of practices have a significant impact on engagement

▷ Employees experience engagement in different ways

THANKS!

Any questions?

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