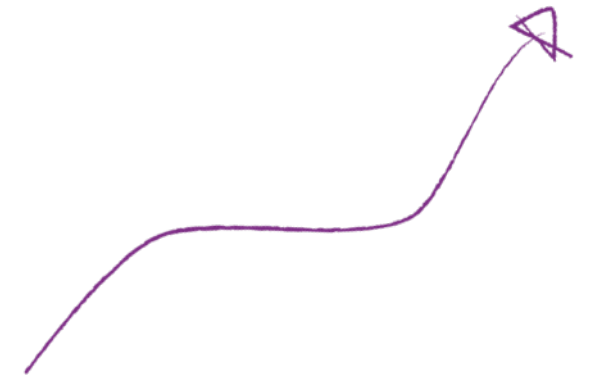




# THE CURRENT STATE OF EMPLOYEE ENGAGEMENT IN THE UK

Findings from the 2023 UK Engagement Survey

Sarah Pass





ENGAGE FOR SUCCESS

JANUARY 2023

UK EMPLOYEE ENGAGEMENT SURVEY 2022

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

Prepared in collaboration with:

Nottingham Business School Nottingham Trent University

stillae Putting data to use

ENGAGE FOR SUCCESS

JANUARY 2023

MARCH 2023

UK EMPLOYEE ENGAGEMENT SURVEY 2023

EXPLORING THE CURRENT STATE OF EMPLOYEE ENGAGEMENT IN THE UK

Prepared in collaboration with:

Nottingham Business School Nottingham Trent University

stillae Putting data to use

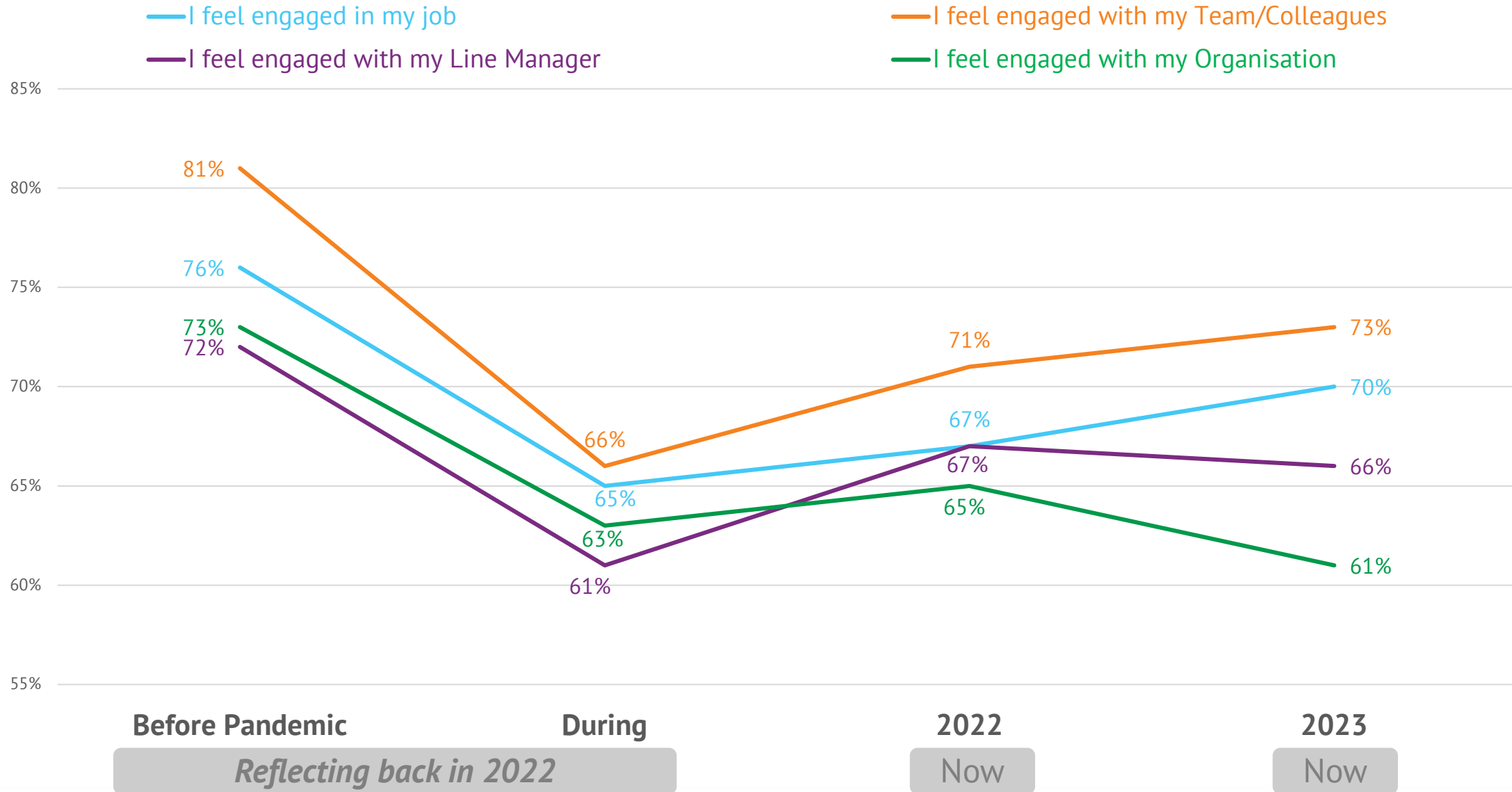
Prepared in collaboration with:

Nottingham Business School Nottingham Trent University

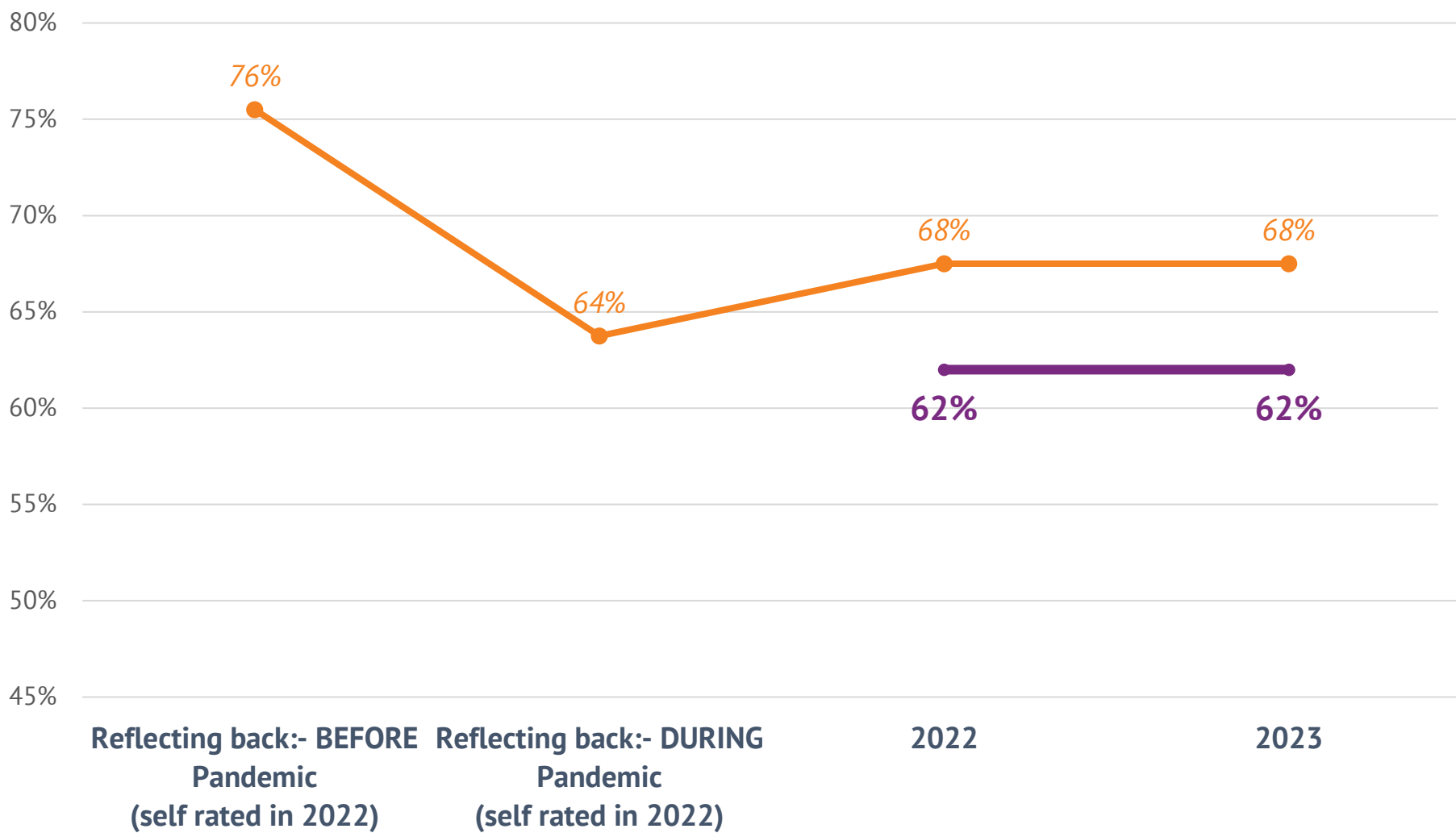
stillae Putting data to use



# SELF-RATINGS OF ENGAGEMENT



# COMPARISON OF ENGAGEMENT LEVELS



**CHANGES IN 2023**

● *Self-Ratings average* **+0%**  
— **EFS index** **+0%**

- I FEEL ENGAGED WITH...**
- ▶ My Job
  - ▶ My Team
  - ▶ My Manager
  - ▶ My Organisation

# 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

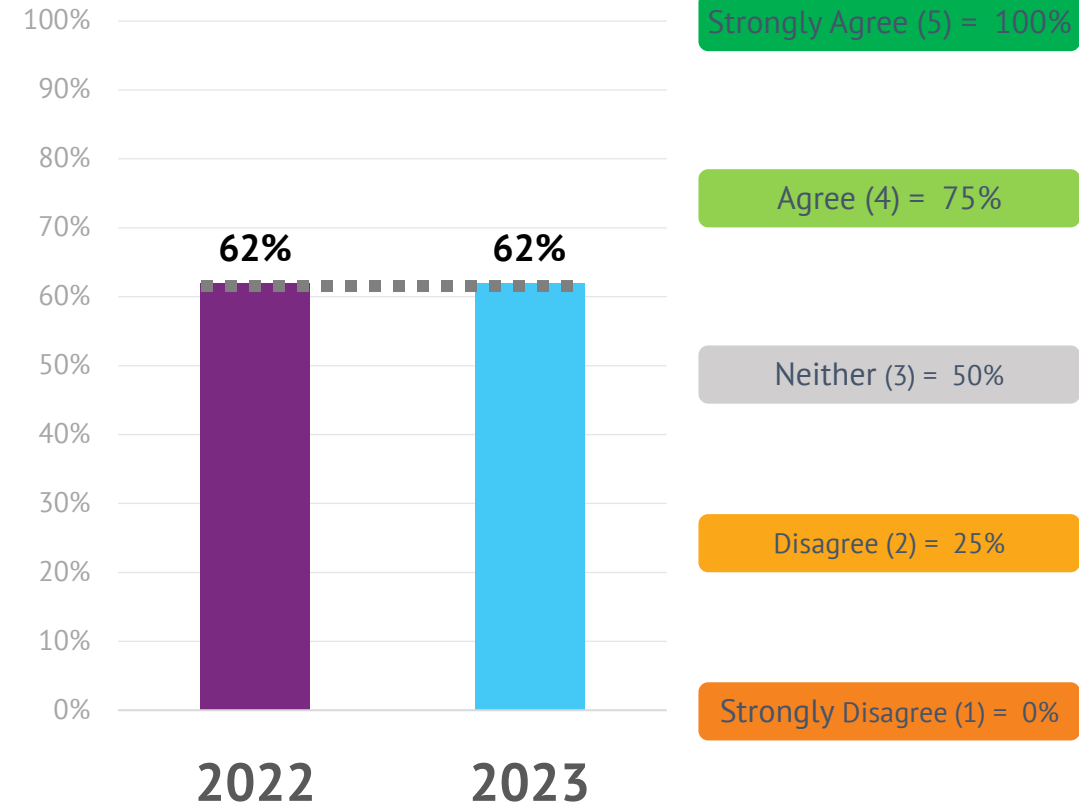
I plan to be working for my organisation three years from now  
5-point scale from Strongly Disagree (1) to Strongly Agree (5)

## 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**

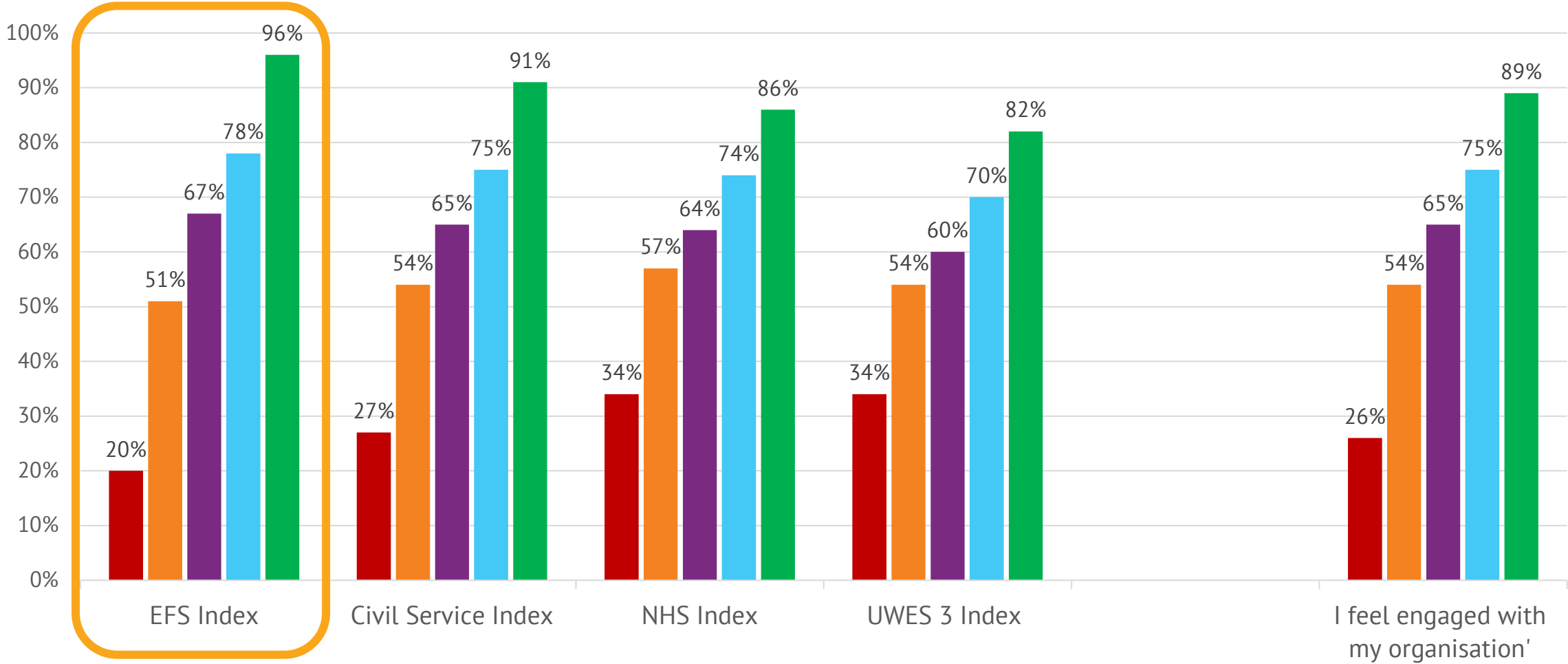
Converted to % to make it more intuitive:  
**62%**



# ENGAGEMENT INDICES ARE HIGHLY CORRELATED



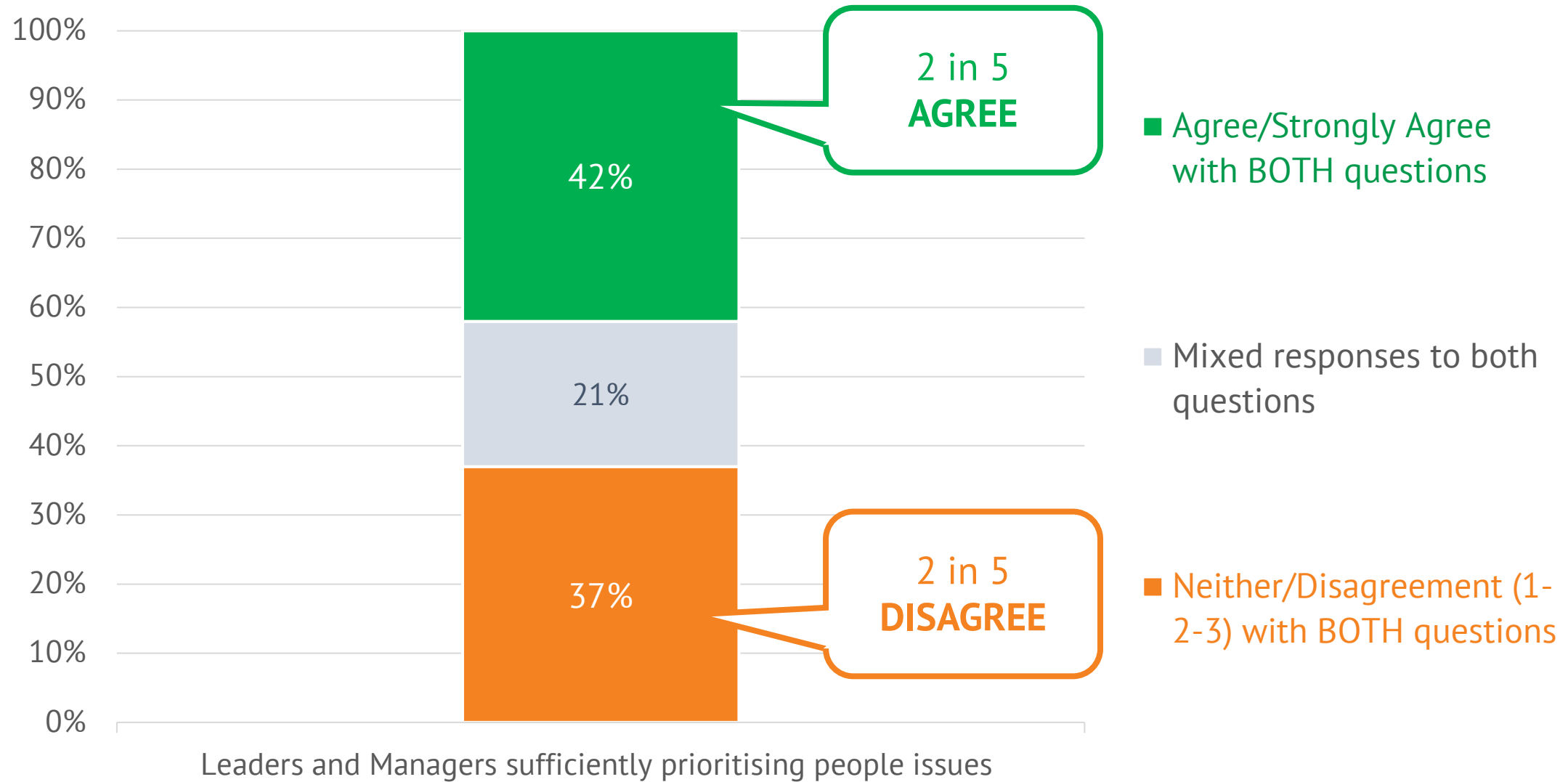
■ Bottom 20% on EFS Index   ■ Mid-low 20%   ■ Typical 20% on EFS Index   ■ Mid-high 20%   ■ Top 20% on EFS Index



# PRIORITISING THE PEOPLE ISSUES

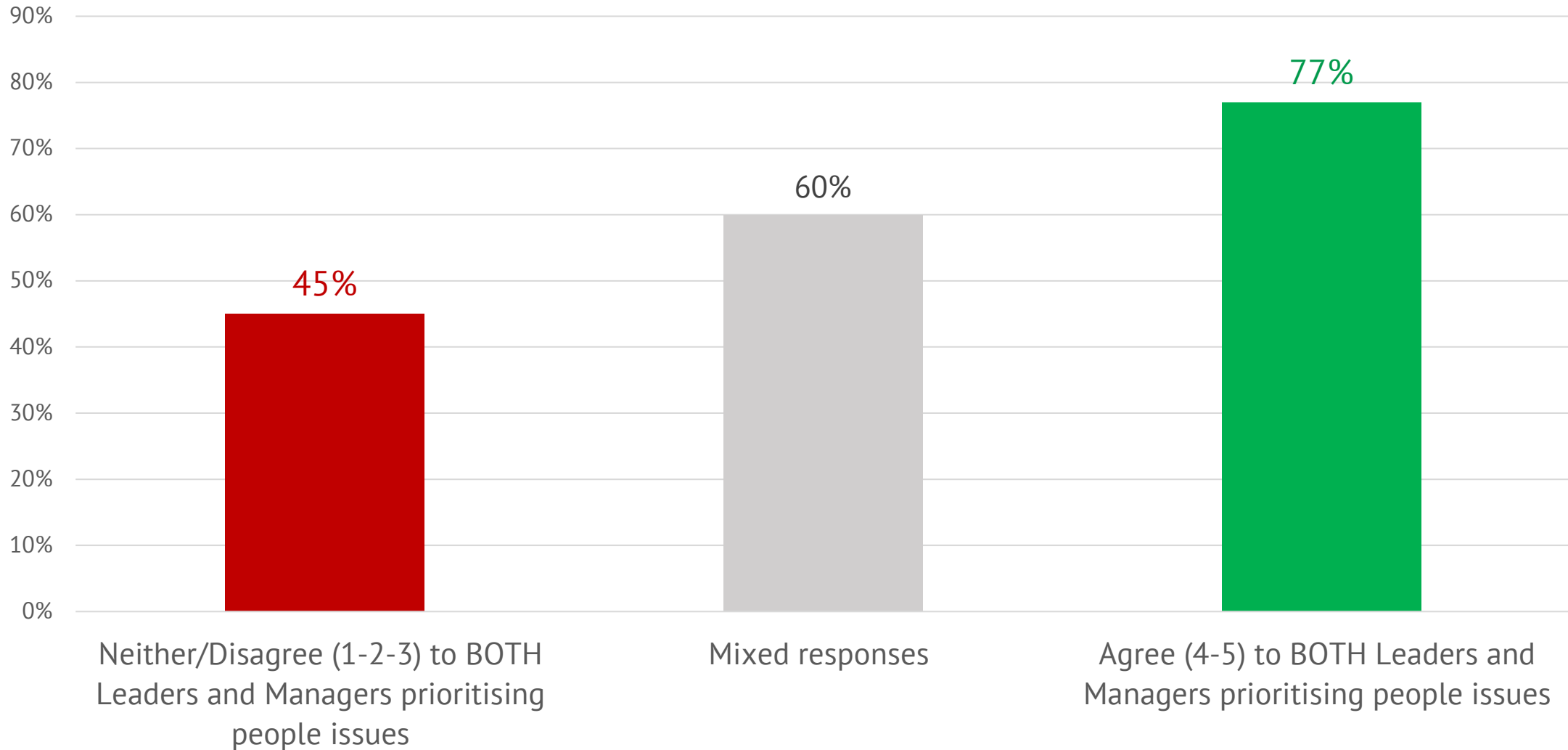


# RESPONSES TO BOTH LEADERS AND MANAGERS PRIORITISING THE PEOPLE ISSUES WHEN MAKING DECISIONS

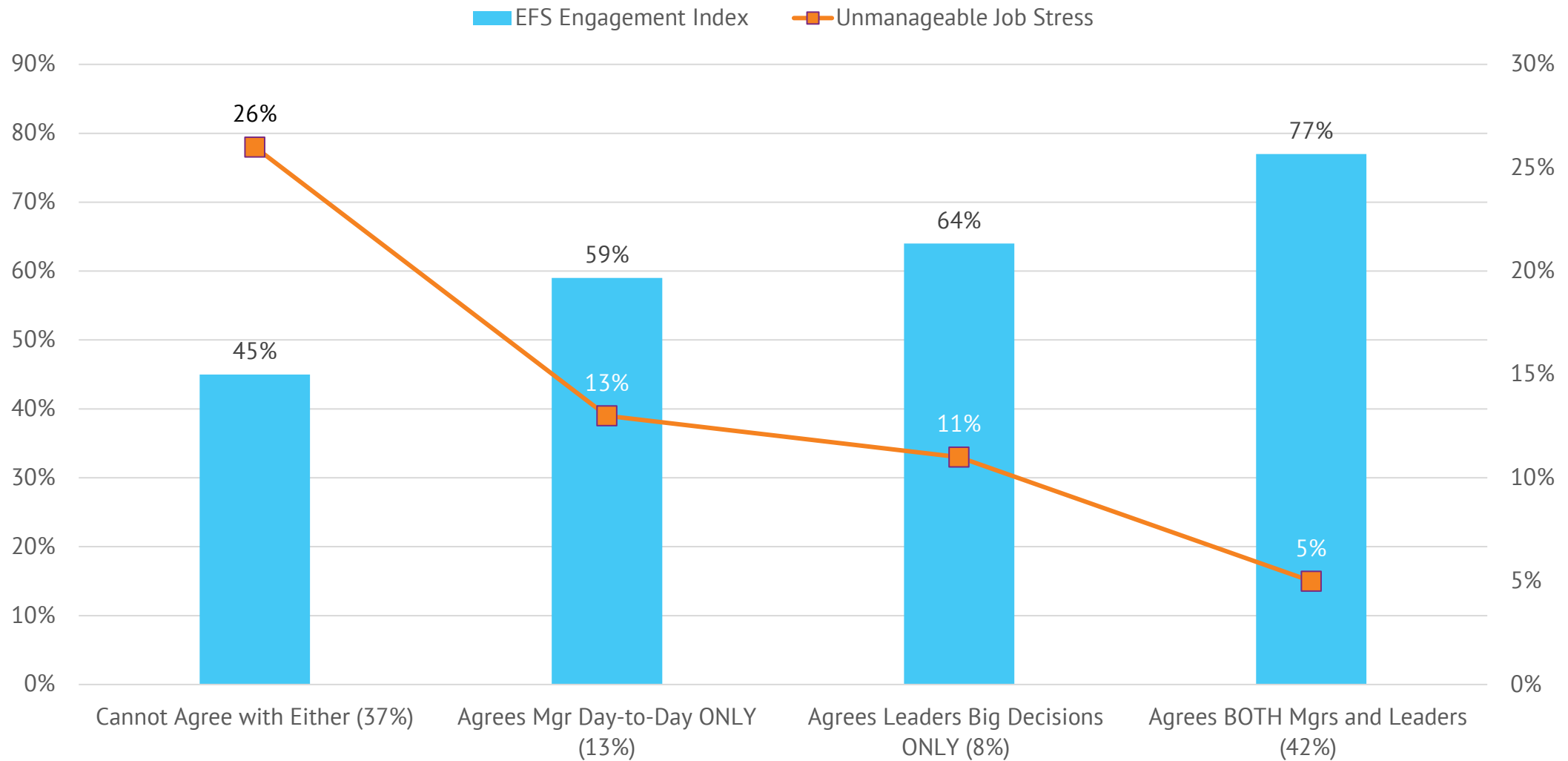




# EFS ENGAGEMENT INDEX AND COMBINED RESPONSES TO LEADERS AND MANAGERS PRIORITISING THE PEOPLE ISSUES



# IMPORTANCE OF PRIORITISING THE PEOPLE ISSUES





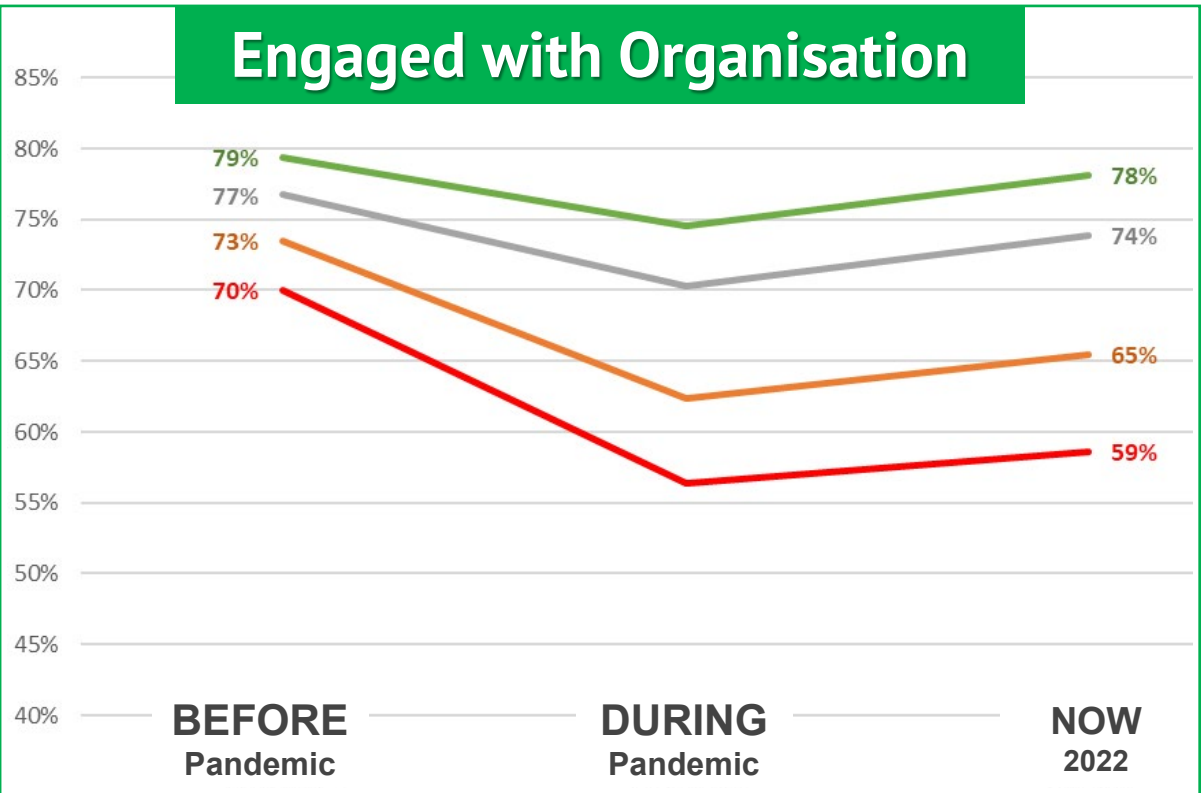
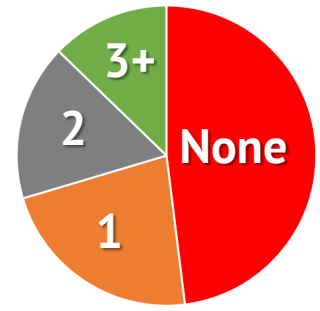
ORGANISATIONAL  
PRACTICES AND VARIATIONS  
IN EMPLOYEE ENGAGEMENT

# 2022 SURVEY: WHAT ORGANISATIONS DID IN PRACTICE MATTERED



	High Group
Meeting methods	3+ methods
Comms methods	3+ methods
Training methods	2+ methods
Online wellbeing offerings	4-5 methods

High Groups	None	None
1	+ Meeting methods	
2	+ Training methods	
3+	+ Comms methods	

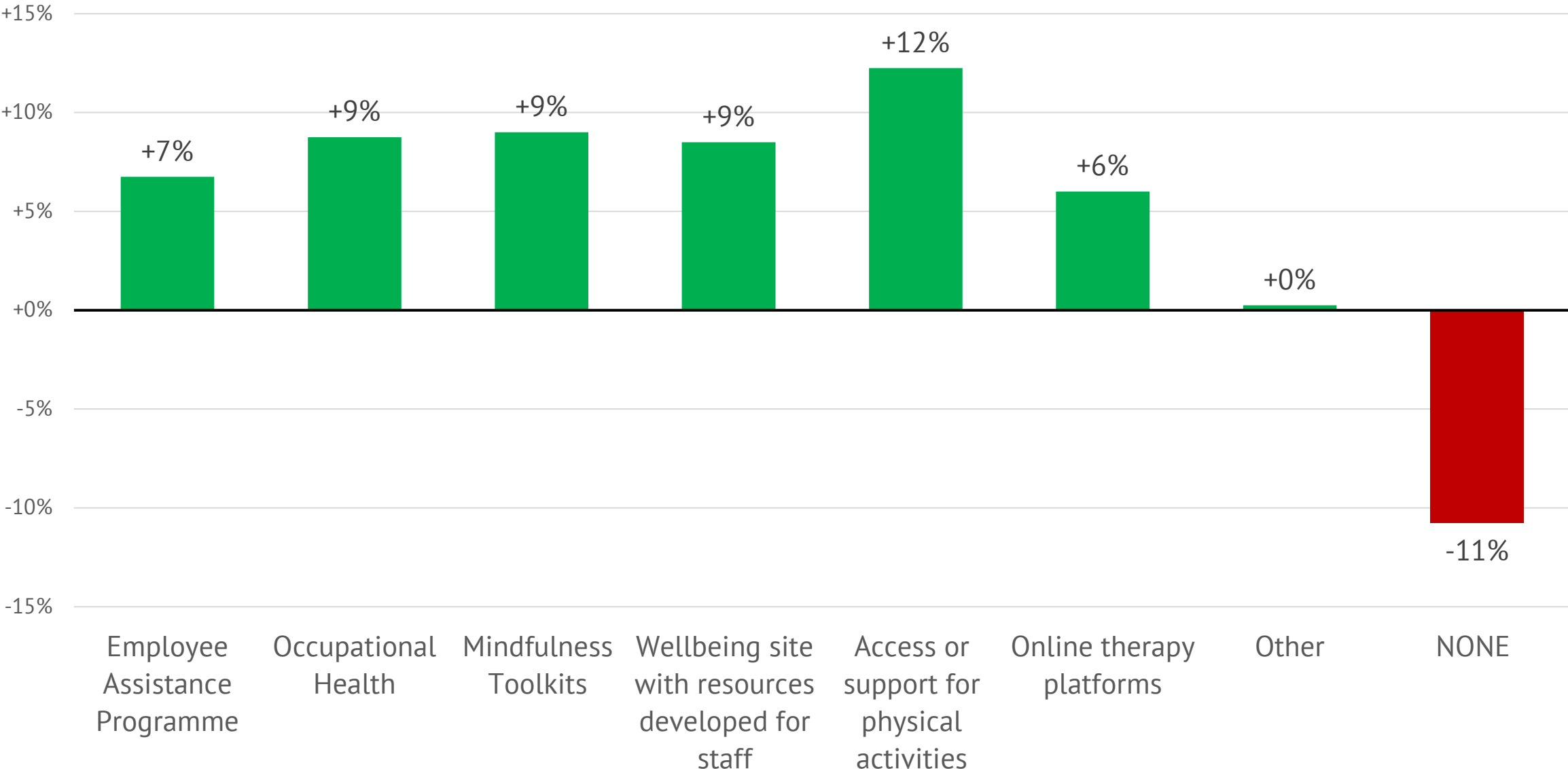


	Through Pandemic
3+	-1%
2	-3%
1	-8%
None	-11%



# WELLBEING RESOURCES

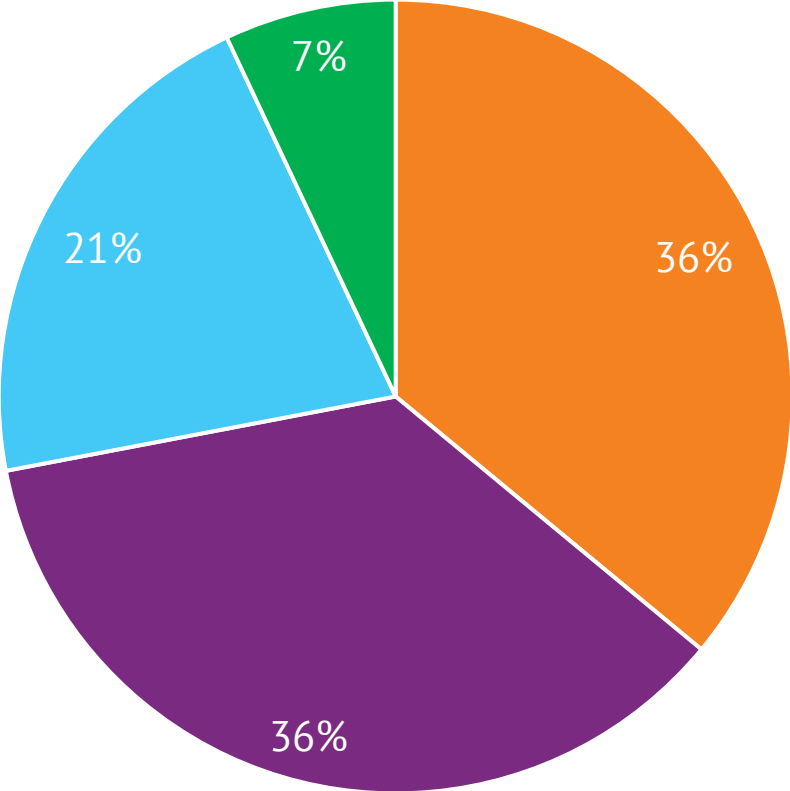
# COMPARING AVAILABILITY OF WELLBEING RESOURCES TO THE EFS ENGAGEMENT INDEX



# NUMBER OF WELLBEING RESOURCES AND IMPACT ON EFS ENGAGEMENT INDEX

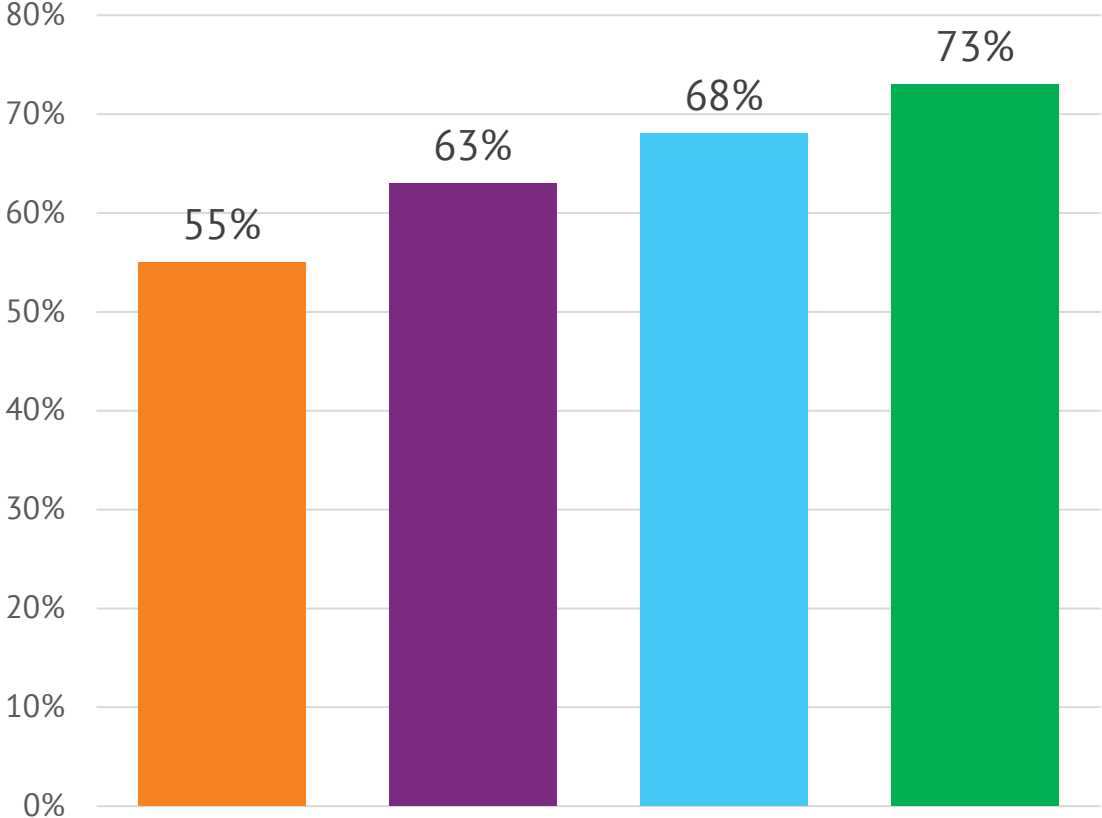


Availability of wellbeing resources



■ NONE available      ■ 1-2 resources available  
■ 3-4 resources available      ■ 5+ resources available

Number of wellbeing resources available and EFS Engagement Index



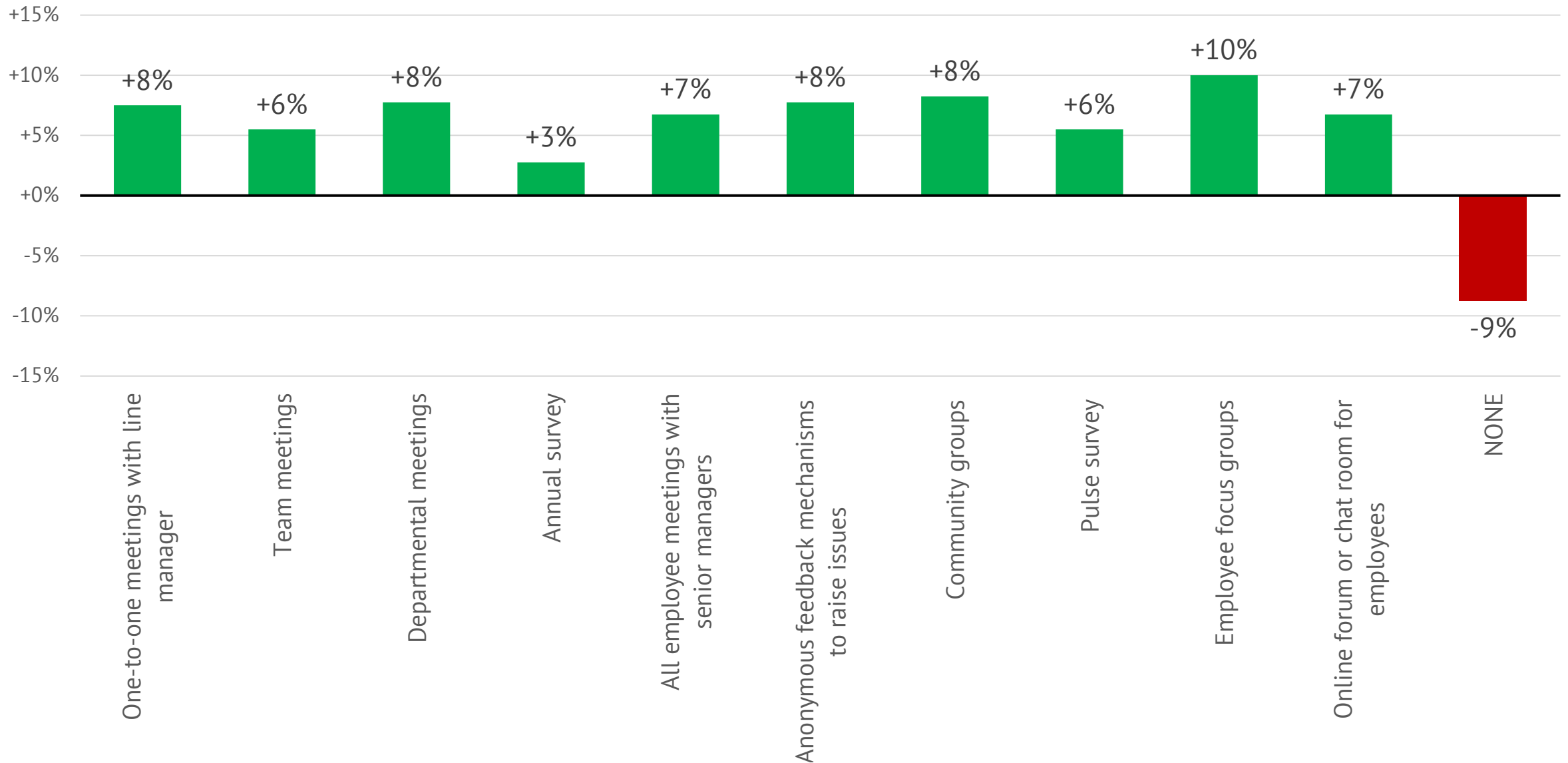
■ NONE available      ■ 1-2 resources available  
■ 3-4 resources available      ■ 5+ resources available

# EMPLOYEE VOICE METHODS





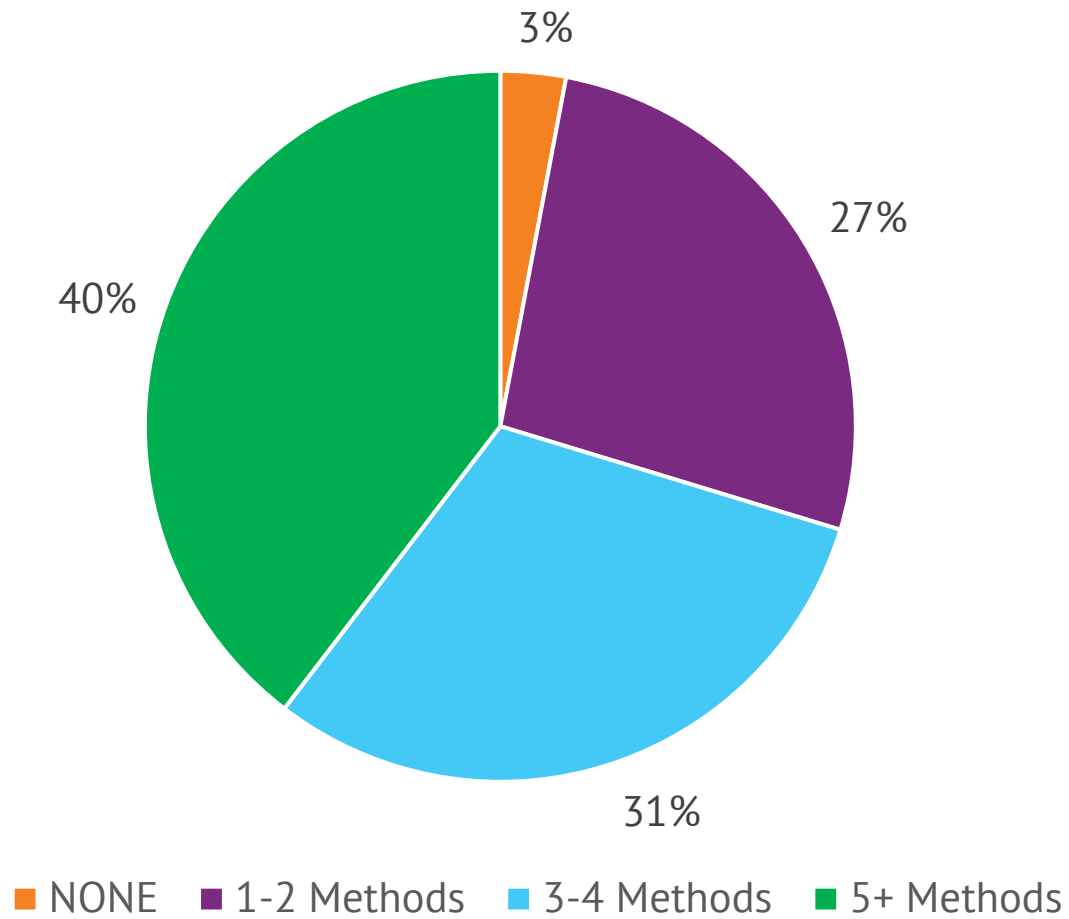
# DIFFERENCE BETWEEN AVAILABILITY OF VOICE METHODS AND EFS ENGAGEMENT INDEX



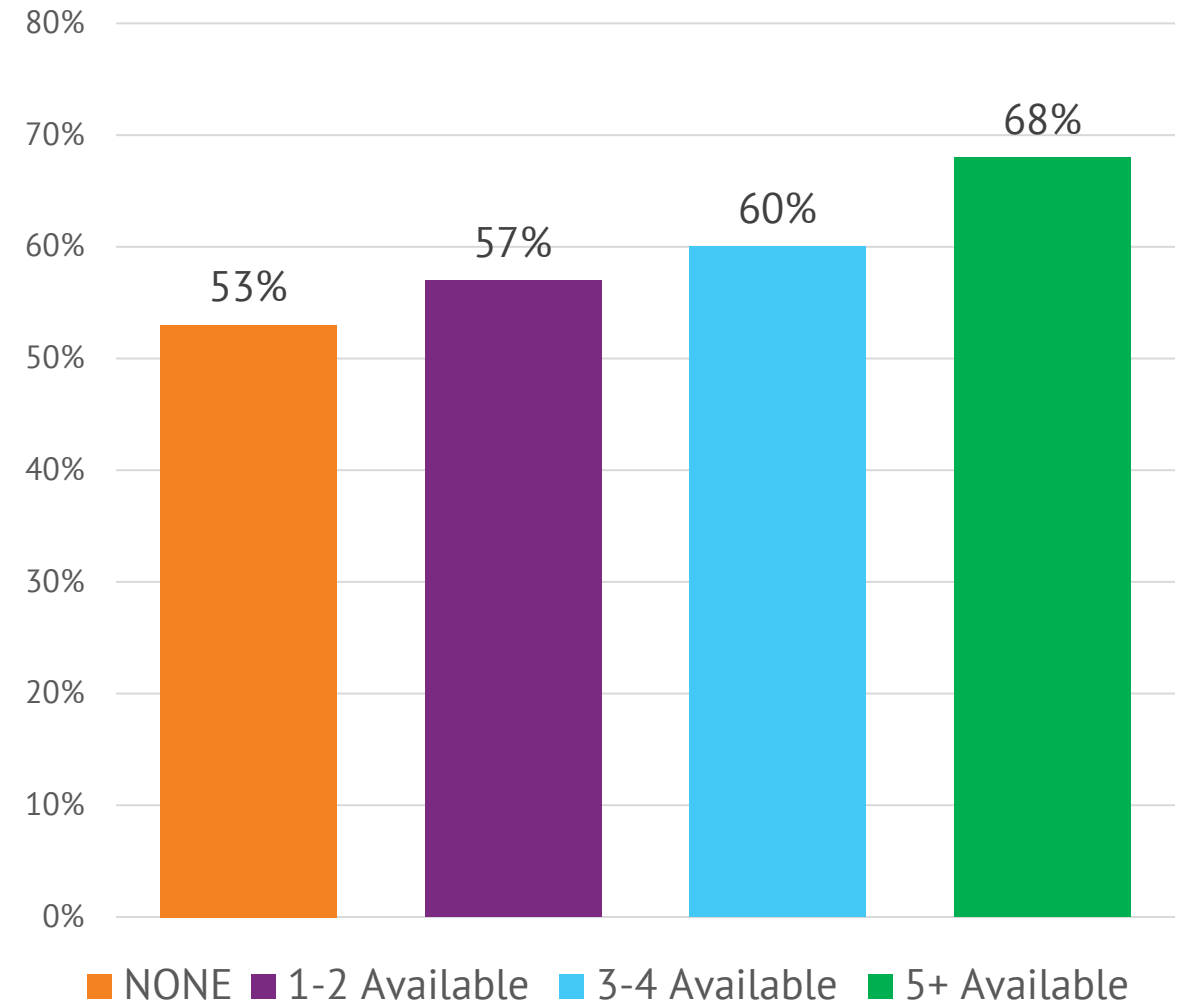
# NUMBER OF VOICE METHODS AND IMPACT ON EFS ENGAGEMENT INDEX



Number of voice methods experienced by respondents



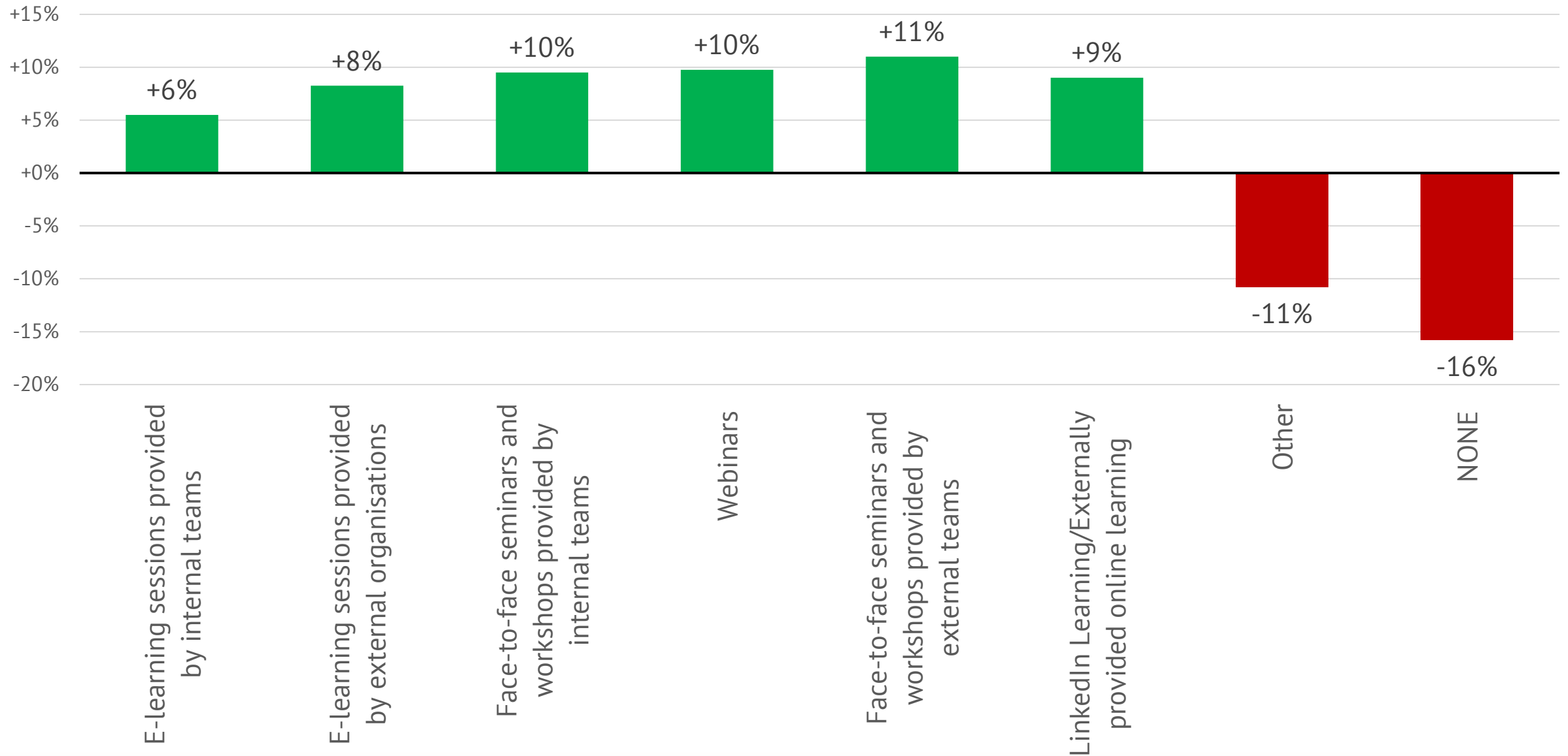
Number voice methods available linked to EFS Index





# LEARNING AND DEVELOPMENT METHODS

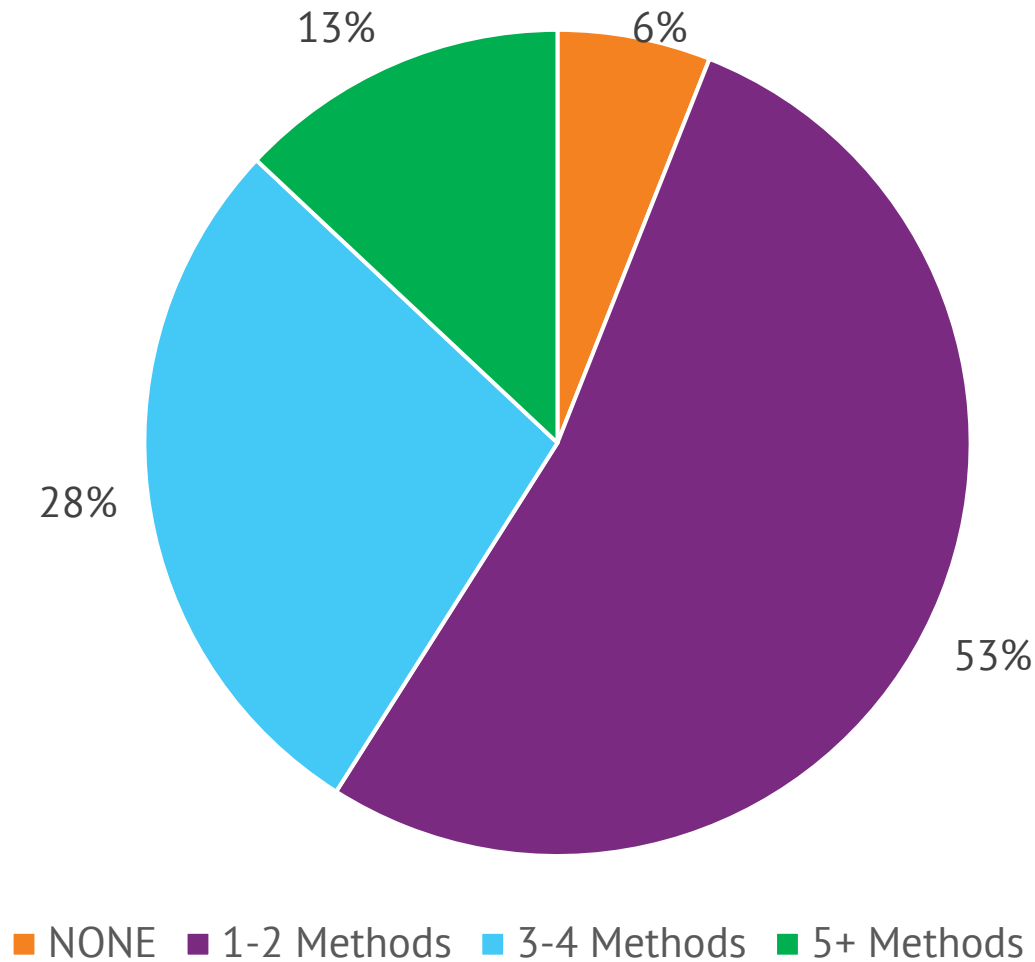
# AVAILABILITY OF L&D OPPORTUNITIES AND IMPACT ON EFS ENGAGEMENT INDEX



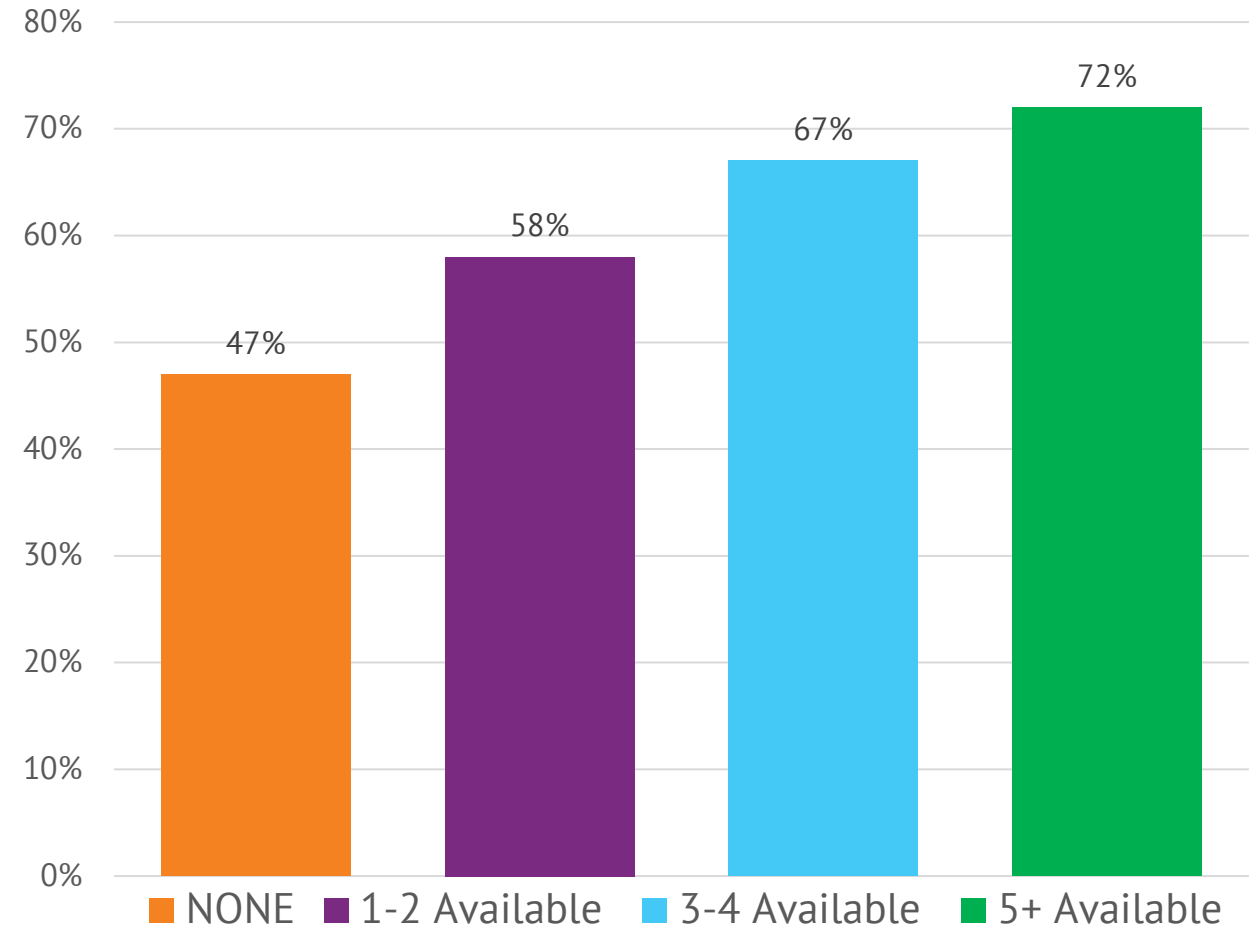
# NUMBER OF L&D OPPORTUNITIES AND IMPACT ON EFS ENGAGEMENT INDEX



Number of L&D opportunities



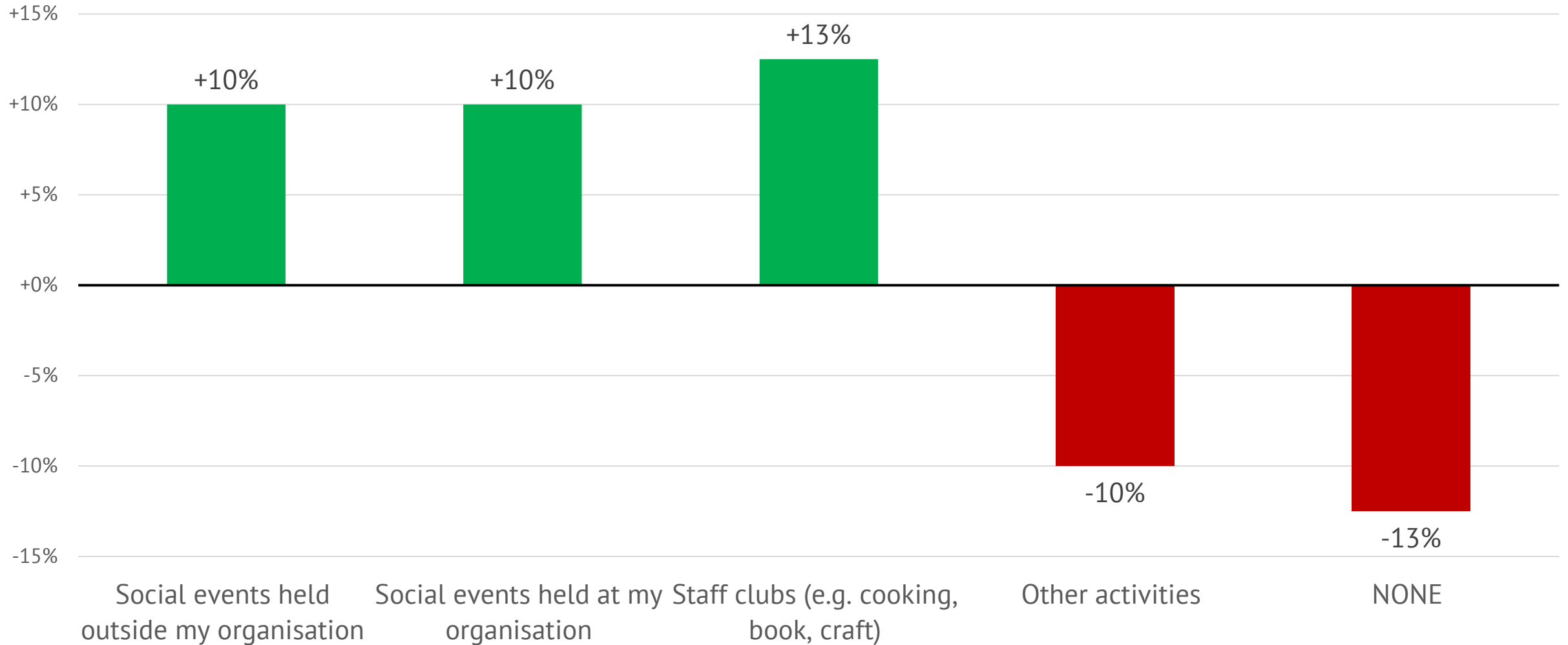
Number of L&D opportunities available linked to EFS Index





# SOCIAL ENGAGEMENT ACTIVITIES

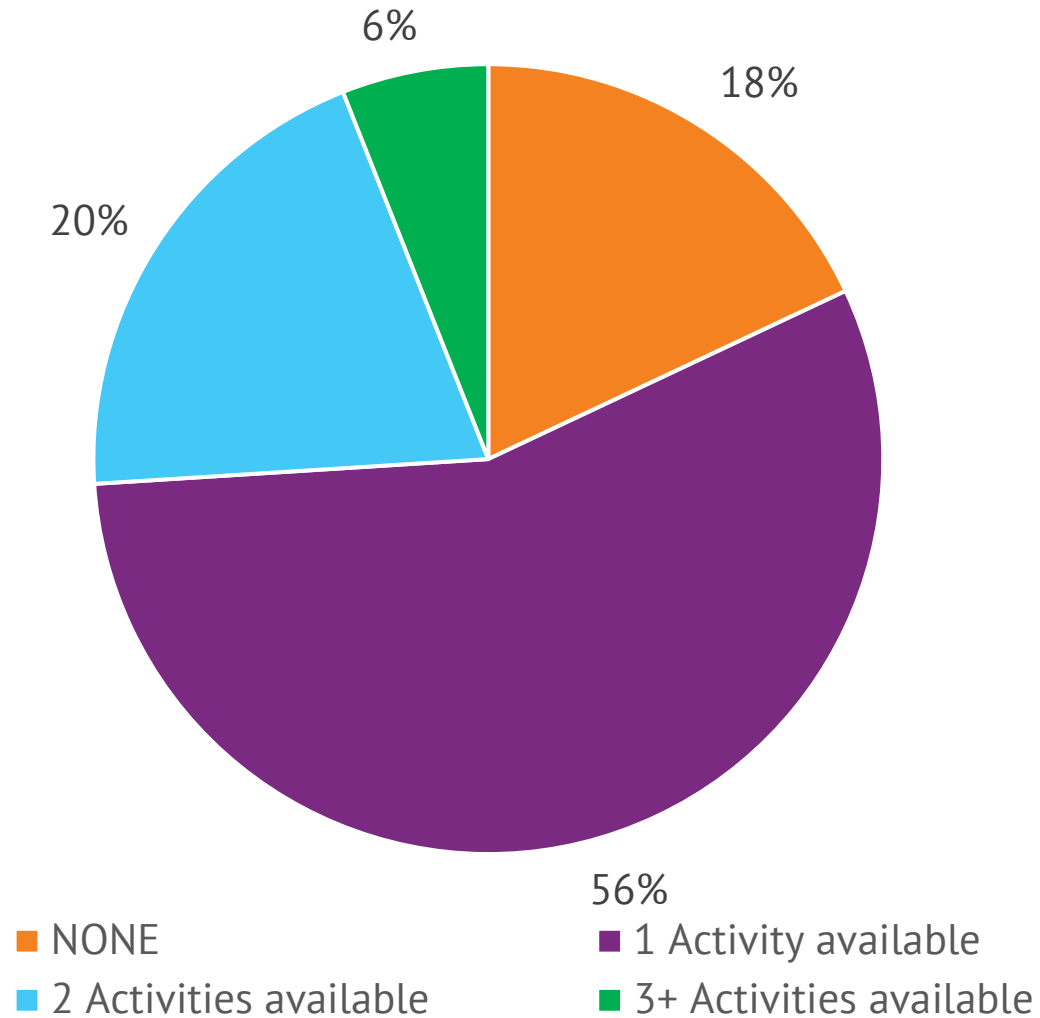
# AVAILABILITY OF SOCIAL ENGAGEMENT ACTIVITIES AND IMPACT ON EFS ENGAGEMENT INDEX



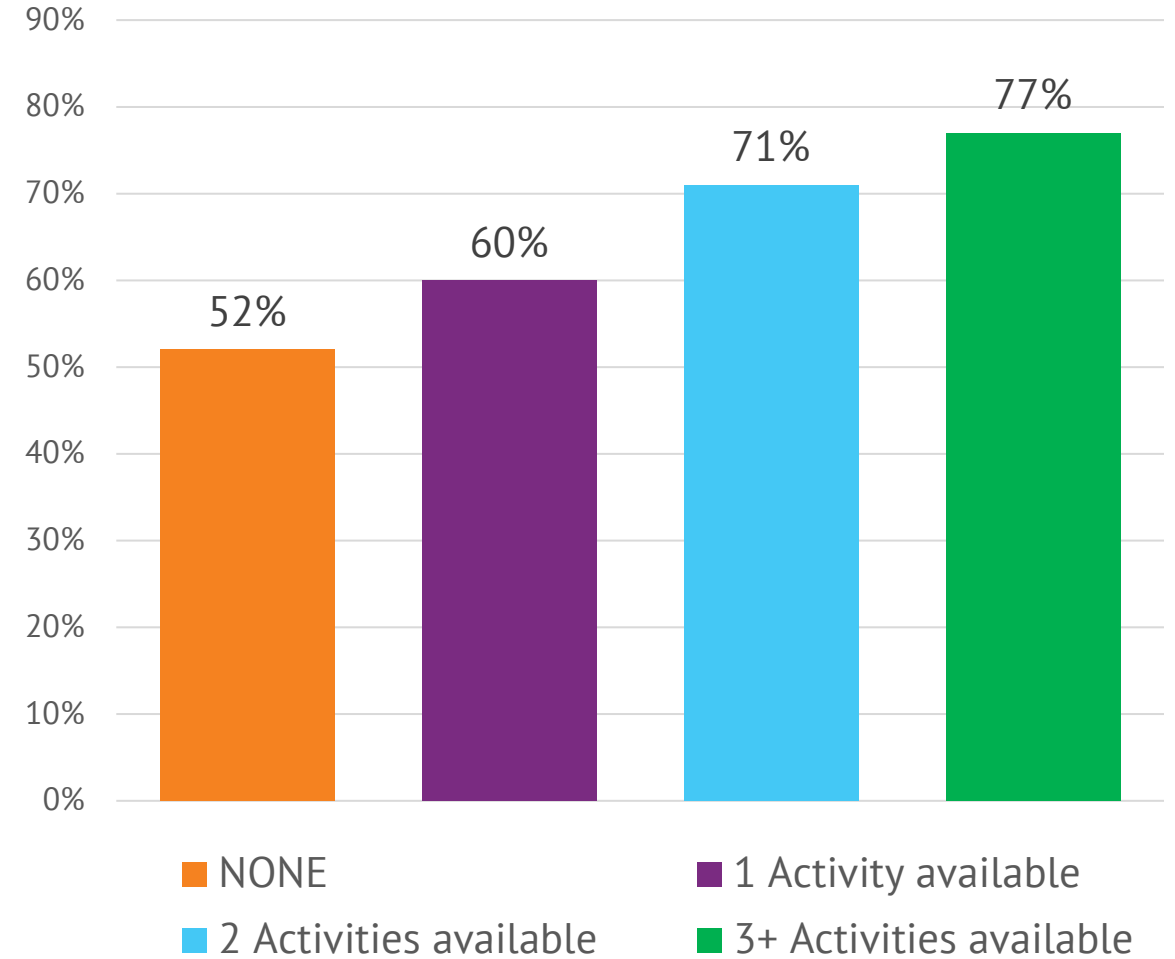
# NUMBER OF SOCIAL ENGAGEMENT ACTIVITIES AVAILABLE AND IMPACT ON EFS ENGAGEMENT INDEX



Number of social engagement activities available



Count of social activities available linked to EFS Engagement Index





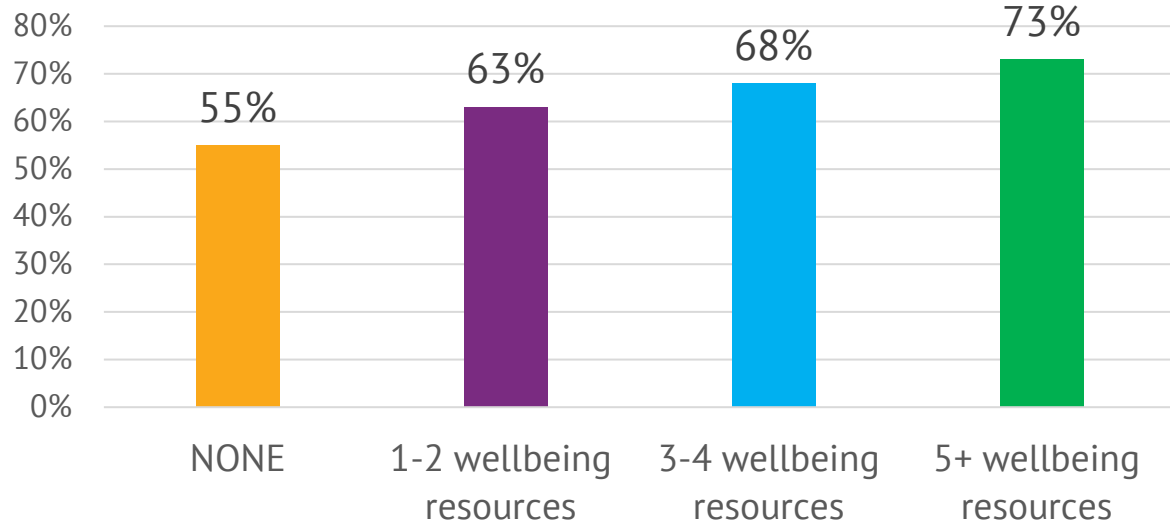


# SUMMARY OF RELATIONSHIP BETWEEN NUMBER OF PRACTICES AND ENGAGEMENT

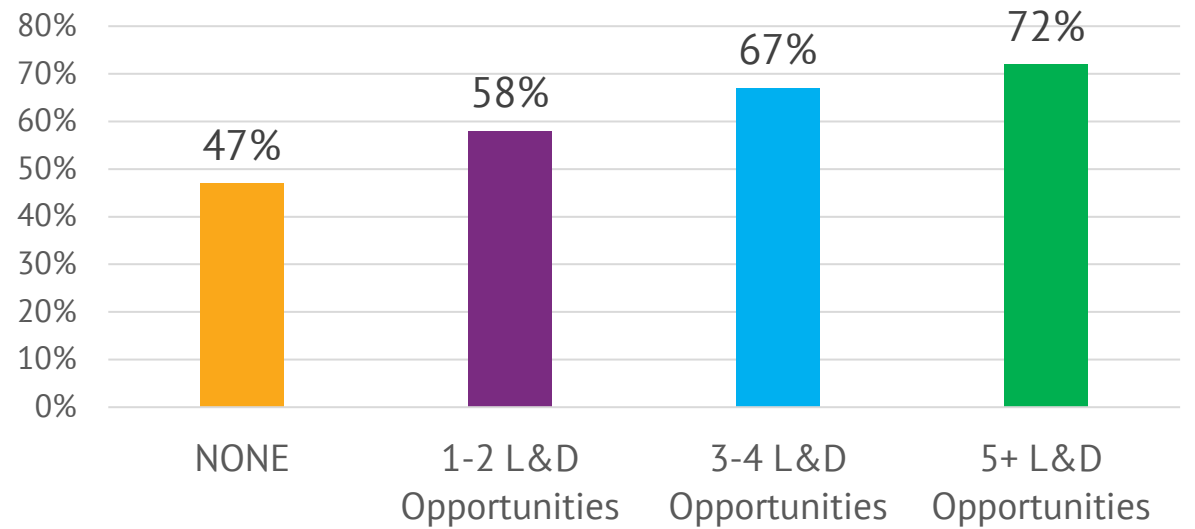
# NUMBER OF PRACTICES AND IMPACT ON EFS ENGAGEMENT INDEX



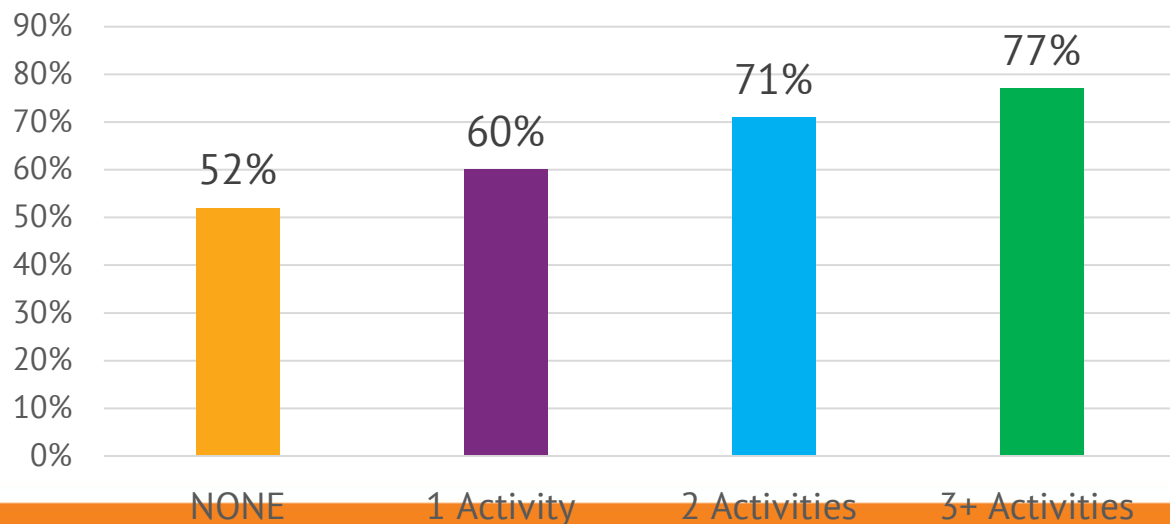
## EFS Engagement Index and Wellbeing



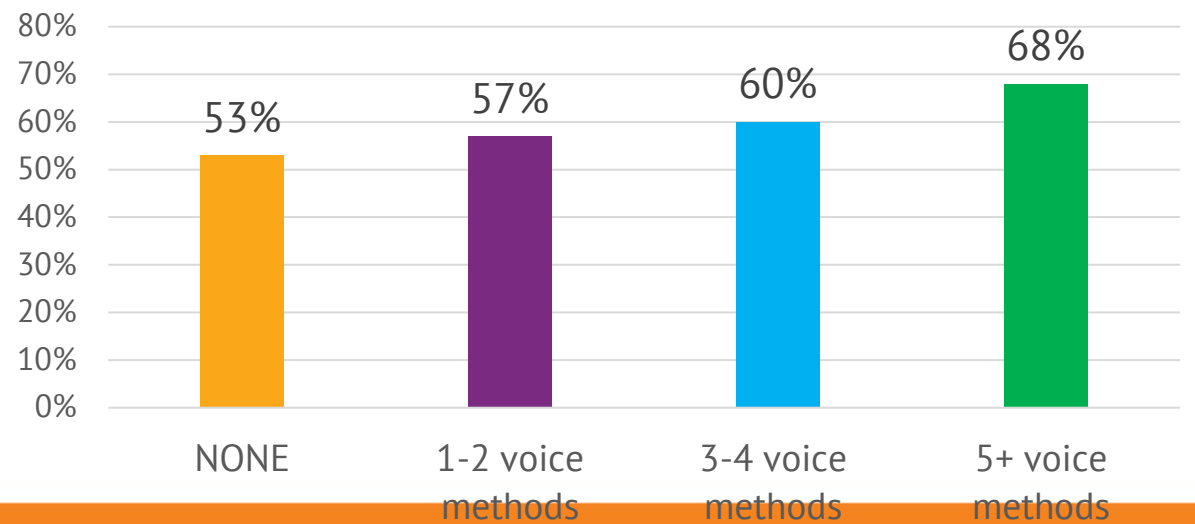
## EFS Engagement Index and L&D



## EFS Engagement Index and Social Activities



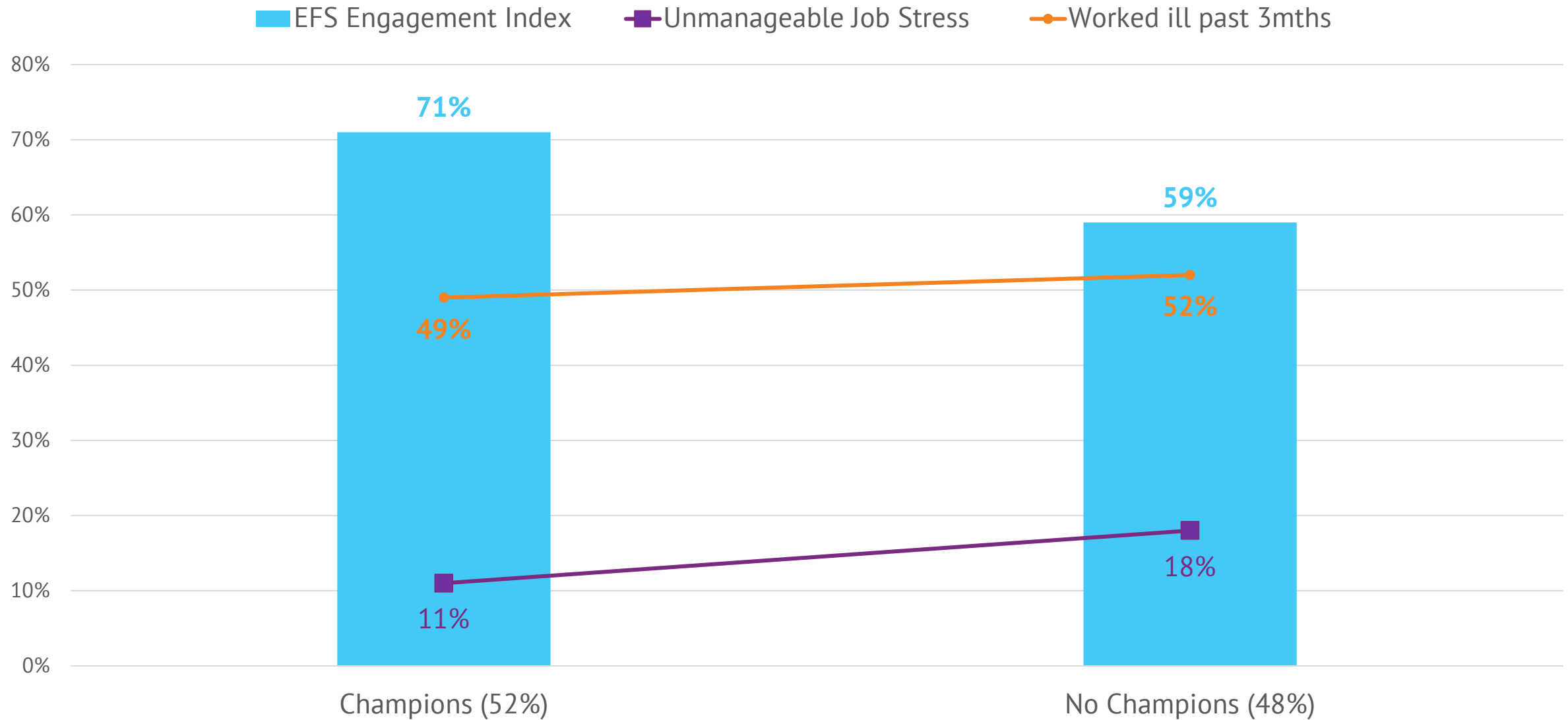
## EFS Engagement Index and Voice



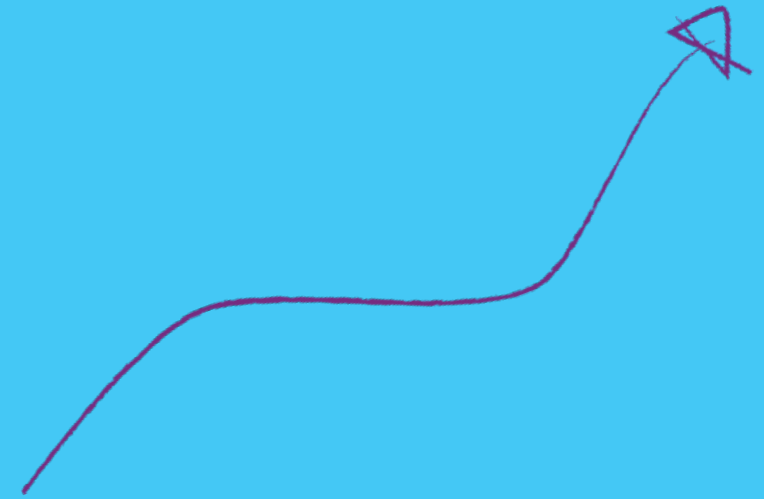


# CHAMPION NETWORKS

# ENGAGEMENT CHAMPION NETWORKS AND IMPACT ON EFS ENGAGEMENT INDEX AND WELLBEING



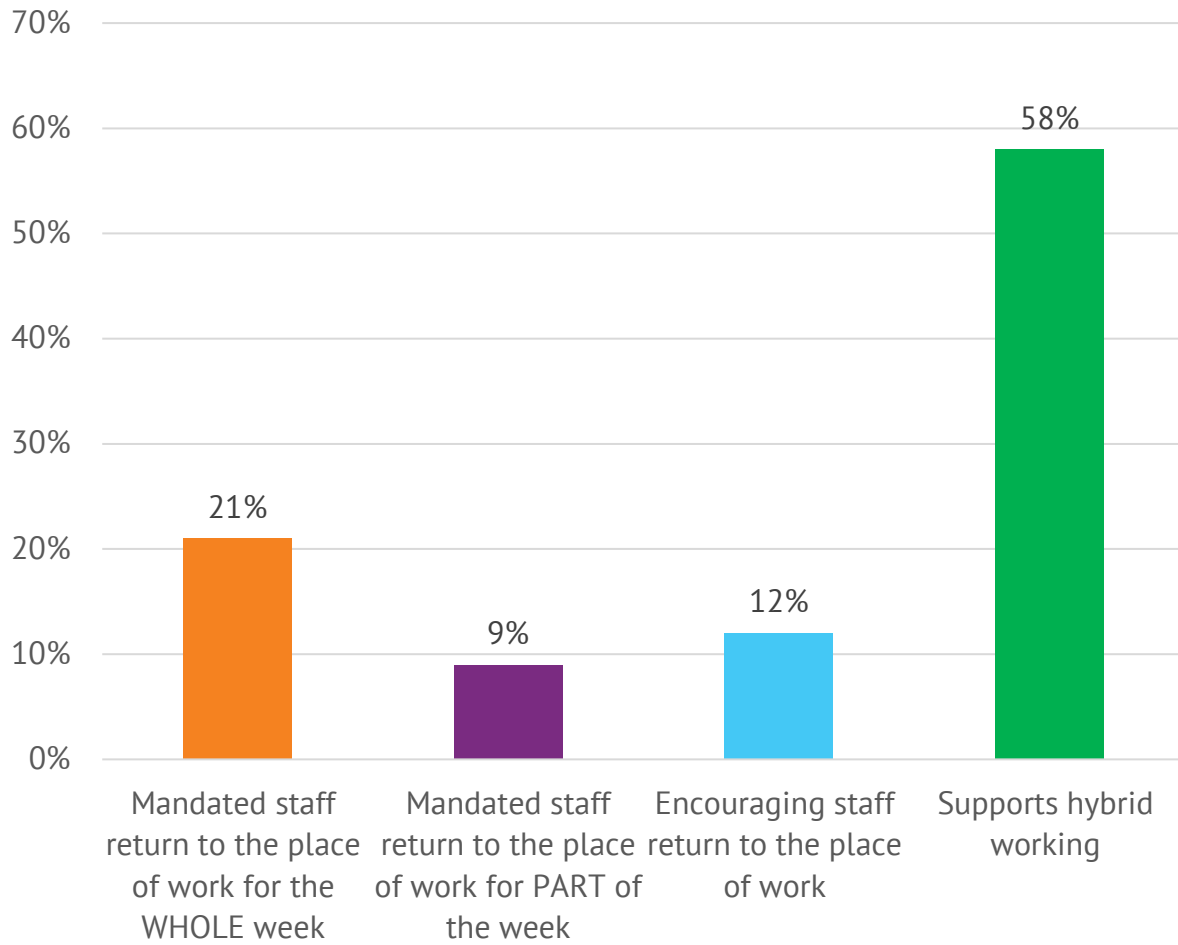
# HYBRID WORKING



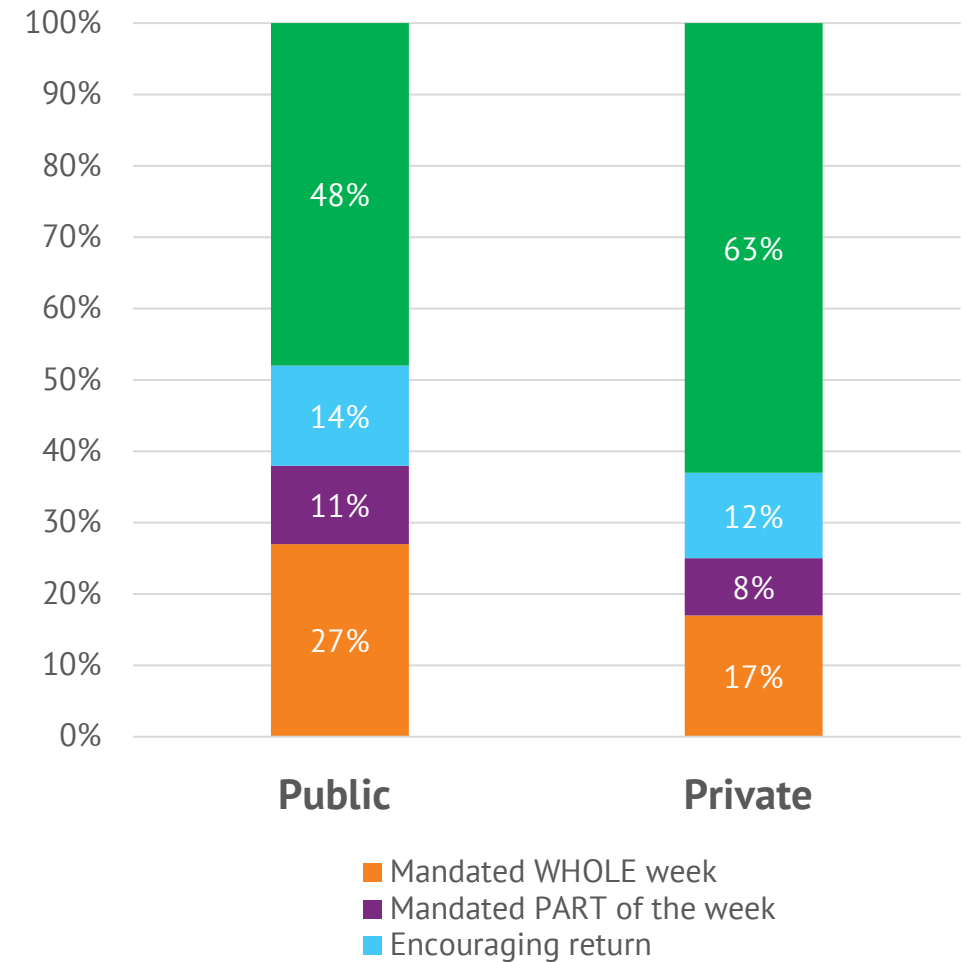


# HYBRID WORKING

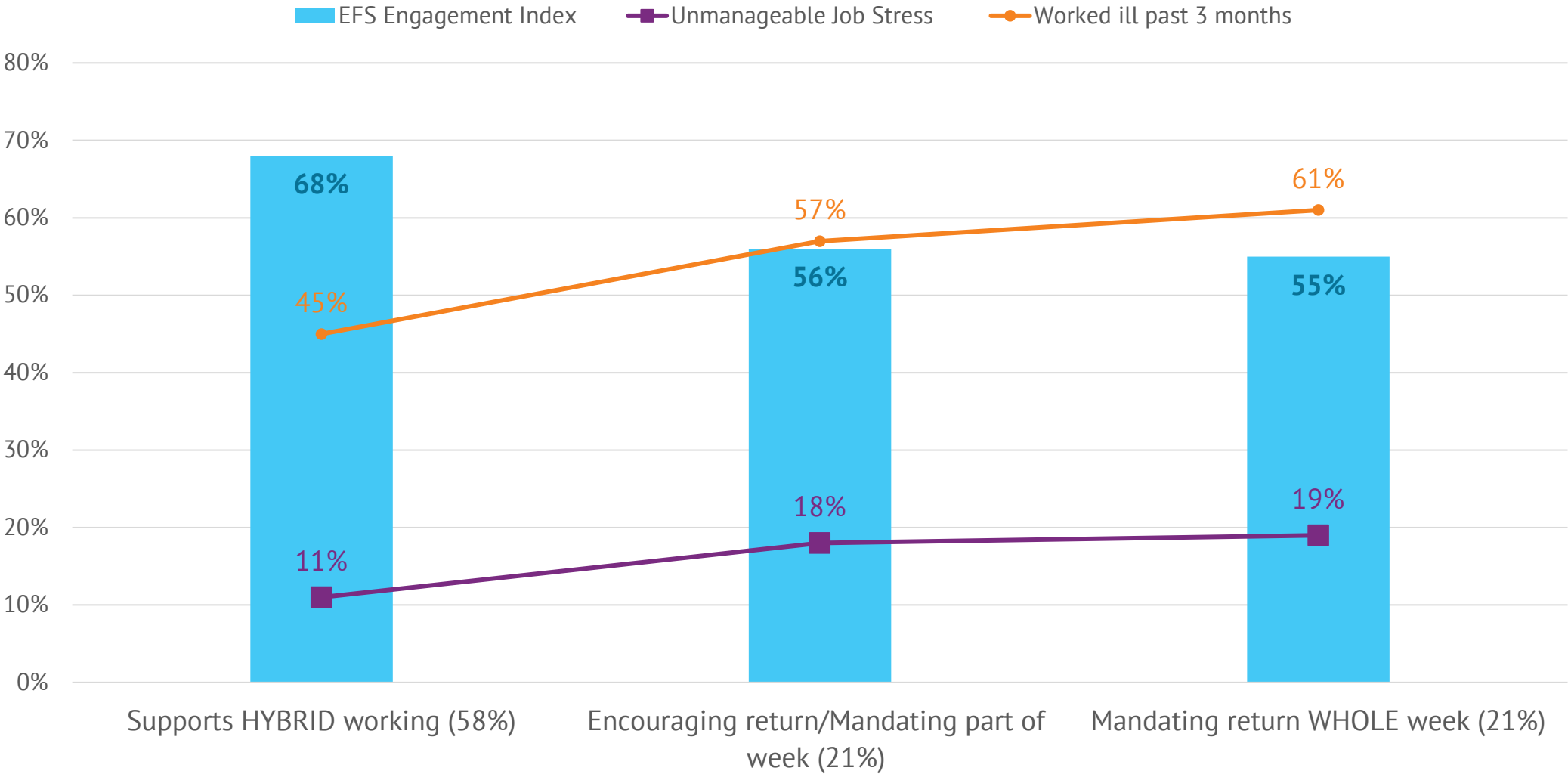
## Organisational stance on hybrid working



## By Sector



# HYBRID WORKING, ENGAGEMENT AND UNMANAGEABLE JOB STRESS



# 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?

Email: [sarah.pass@ntu.ac.uk](mailto:sarah.pass@ntu.ac.uk) or [james.court-smith@stillae.com](mailto:james.court-smith@stillae.com)

LinkedIn: [www.linkedin.com/in/sarahpass/](https://www.linkedin.com/in/sarahpass/) or [www.linkedin.com/in/jcsbiostillae/](https://www.linkedin.com/in/jcsbiostillae/)