

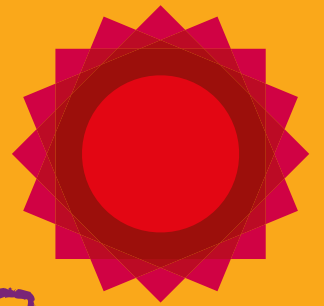


ENGAGE
FOR
SUCCESS

CURRENT STATE OF EMPLOYEE ENGAGEMENT

FINDINGS FROM THE UK ANNUAL SURVEY
2023

Dr 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:

NBS Nottingham Business School
Nottingham Trent University

stillae
Putting data to use

ENGAGE FOR SUCCESS

JANUARY 2023

MARCH 2023

ENGAGE FOR SUCCESS

UK EMPLOYEE ENGAGEMENT SURVEY 2023

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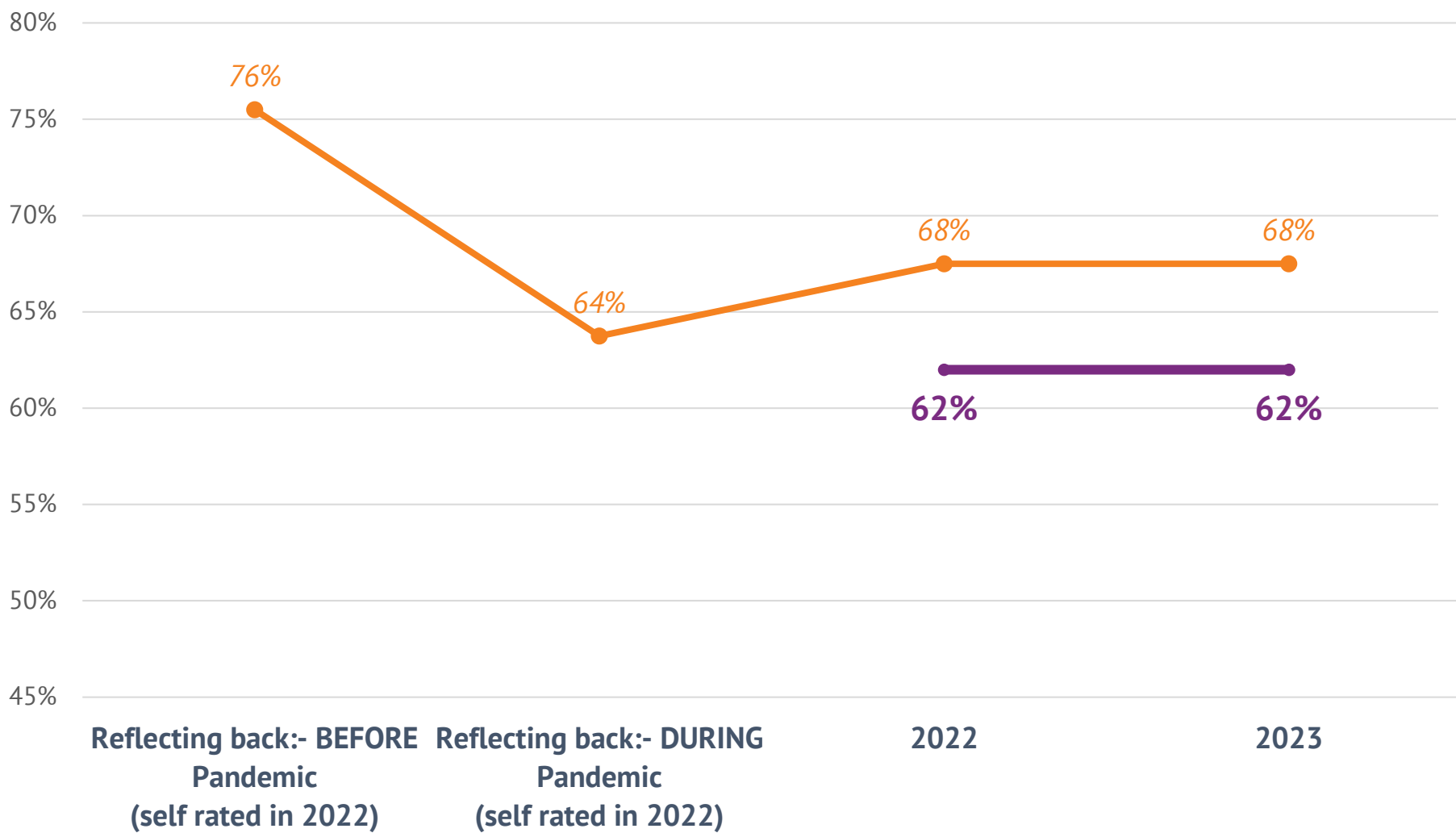
EXPLORING THE IMPACT OF COVID-19 ON EMPLOYEE ENGAGEMENT IN THE UK

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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

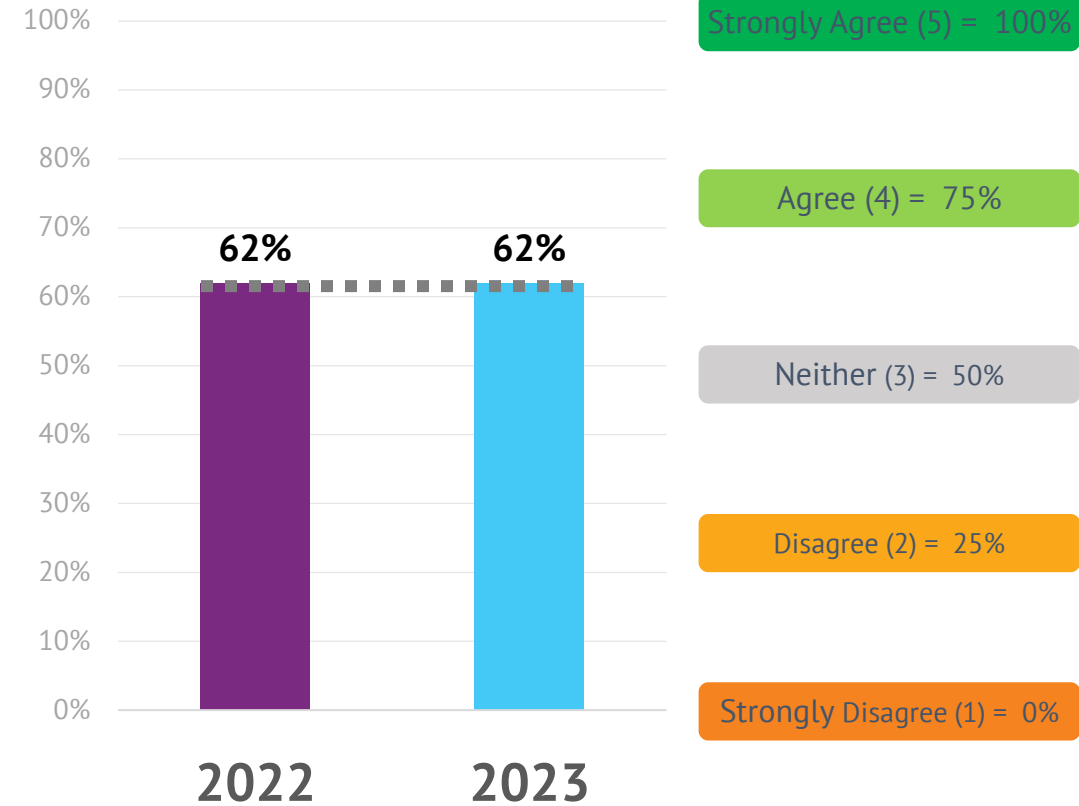
I plan to be working for my organisation three years from now
5-point scale from Strongly Disagree (1) to Strongly Agree (5)

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

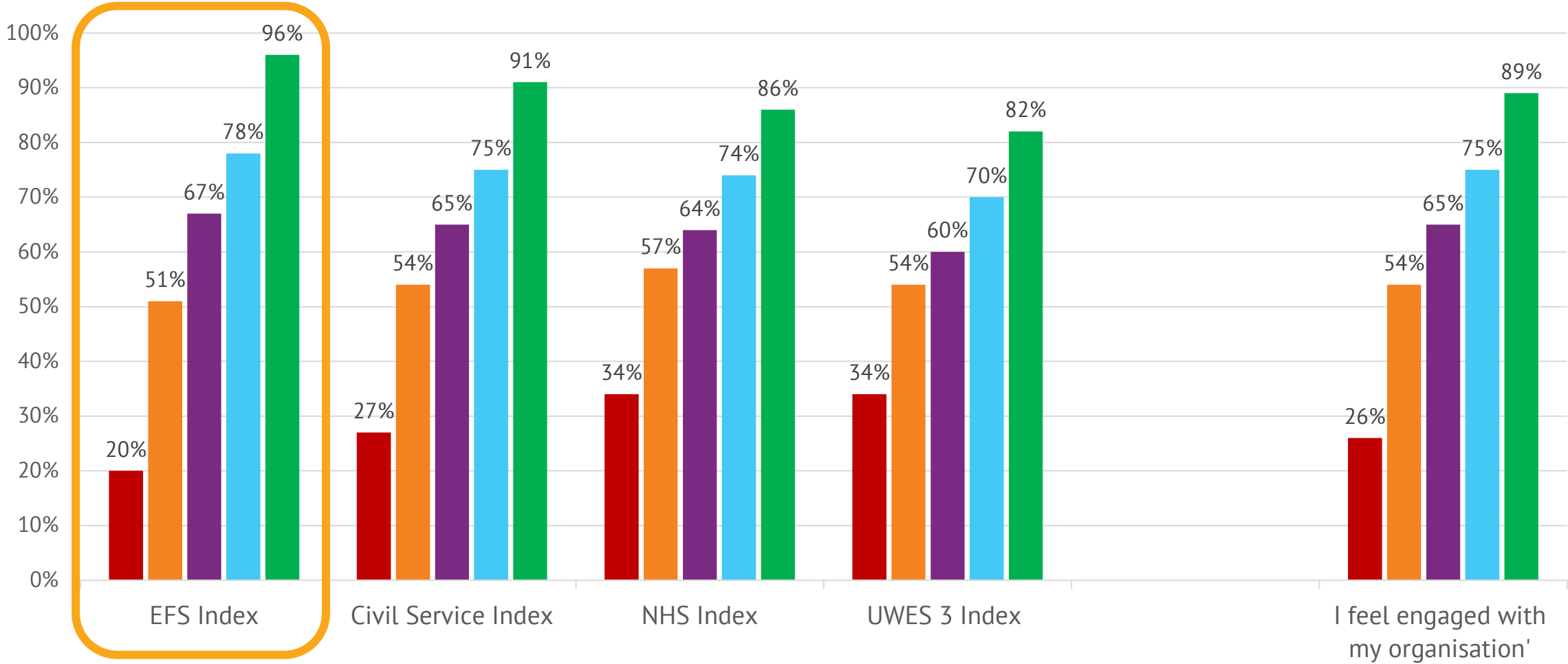
Converted to % to make it more intuitive:
62%



ENGAGEMENT INDICES ARE HIGHLY CORRELATED



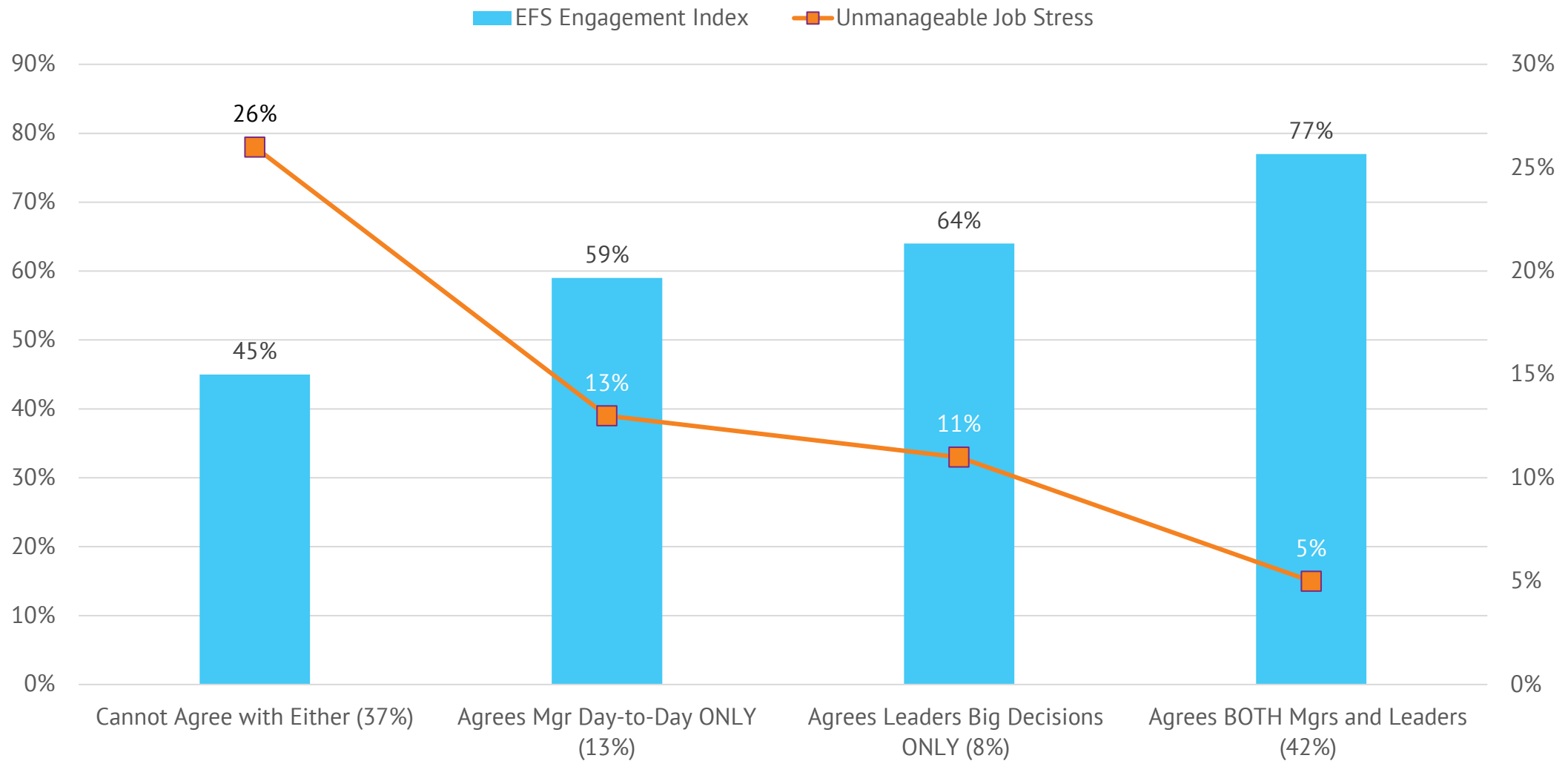
■ Bottom 20% on EFS Index ■ Mid-low 20% ■ Typical 20% on EFS Index ■ Mid-high 20% ■ Top 20% on EFS Index





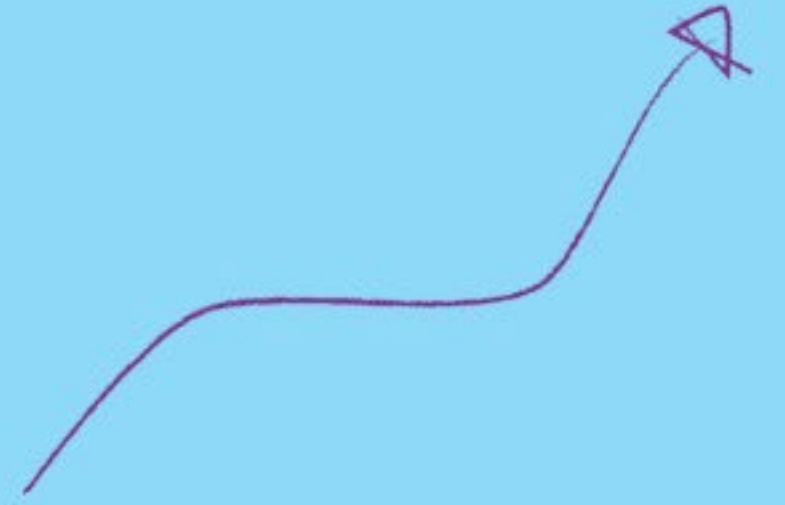
PRIORITISING THE PEOPLE ISSUES

IMPORTANCE OF PRIORITISING THE PEOPLE ISSUES



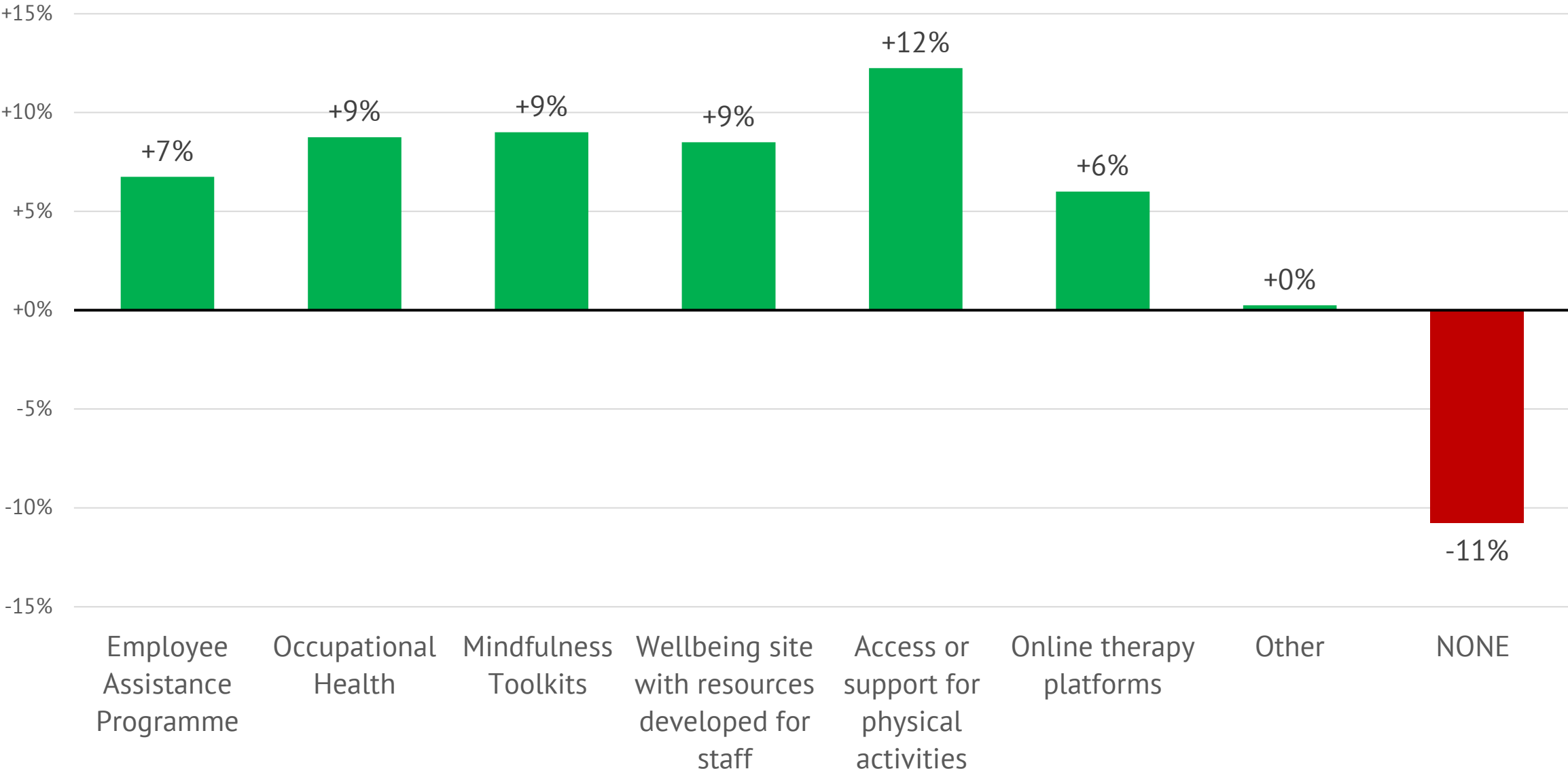


DRIVERS OF ENGAGEMENT



WELLBEING RESOURCES

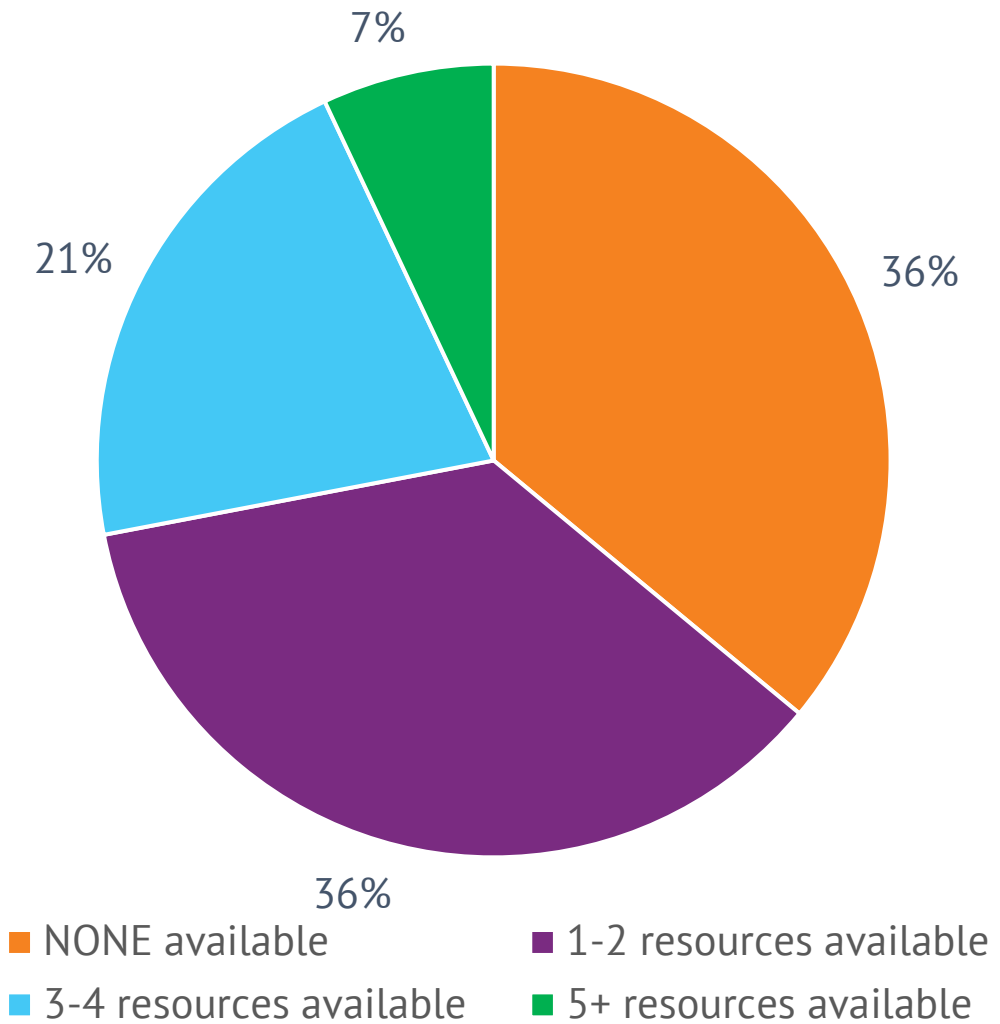
COMPARING AVAILABILITY OF WELLBEING RESOURCES TO THE EFS ENGAGEMENT INDEX



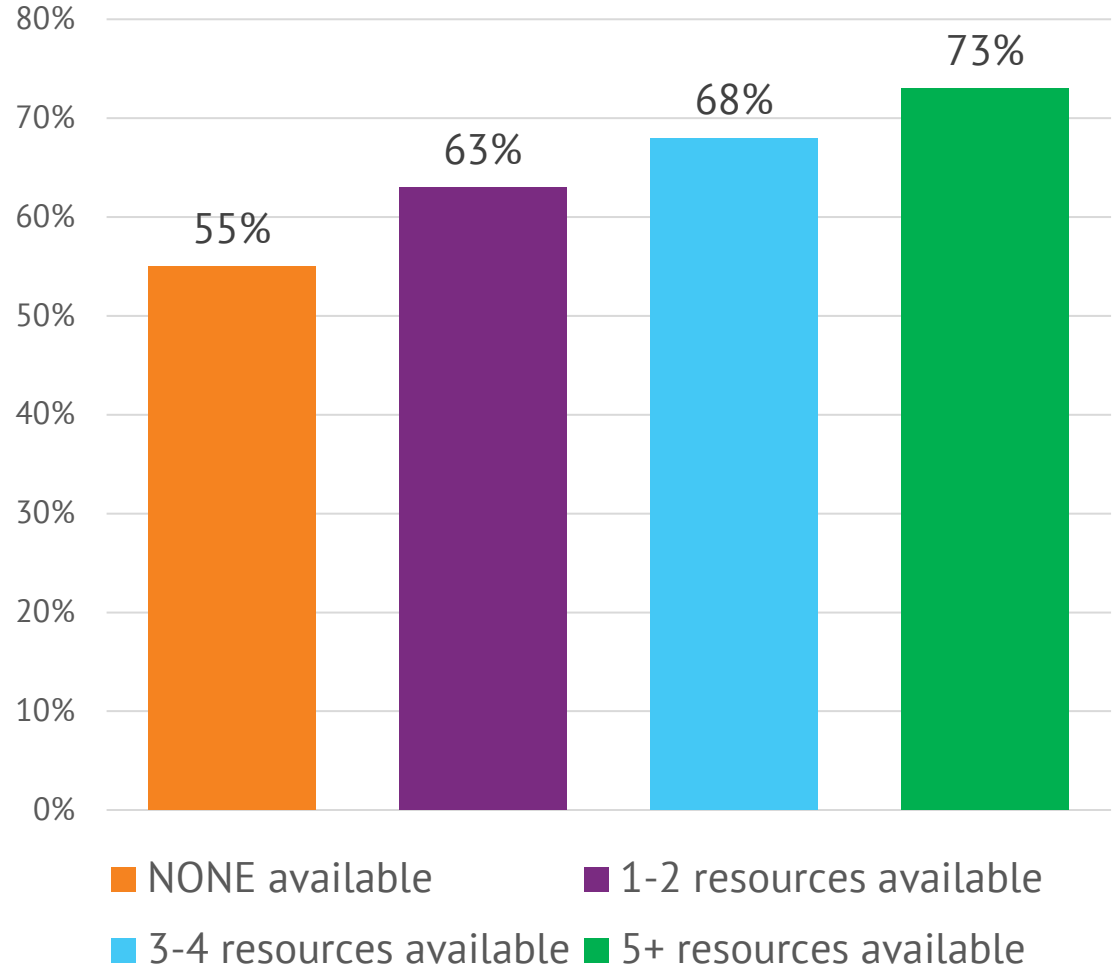
NUMBER OF WELLBEING RESOURCES AND IMPACT ON EFS ENGAGEMENT INDEX



Availability of wellbeing resources



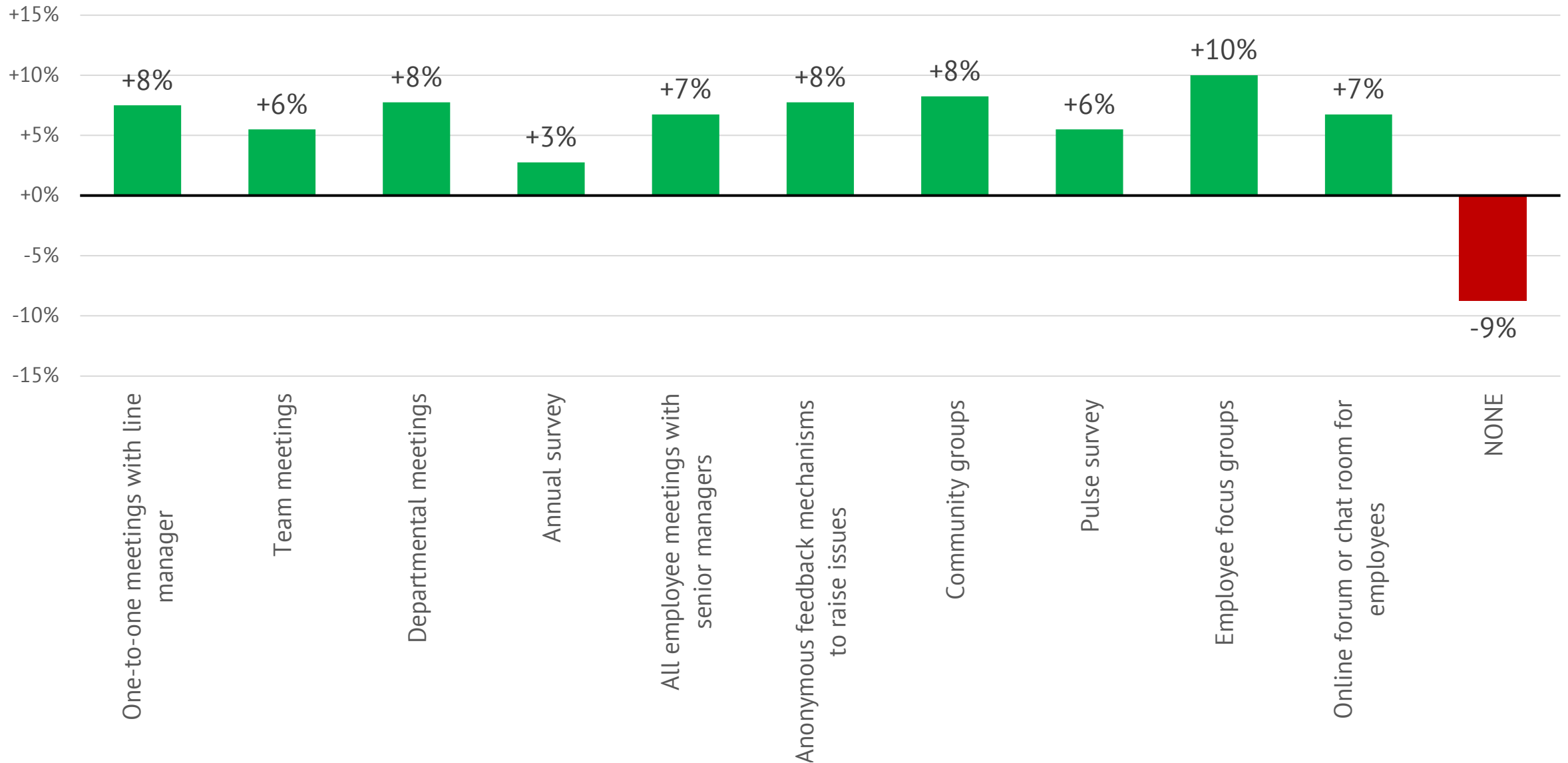
Number of wellbeing resources available and EFS Engagement Index



EMPLOYEE VOICE METHODS



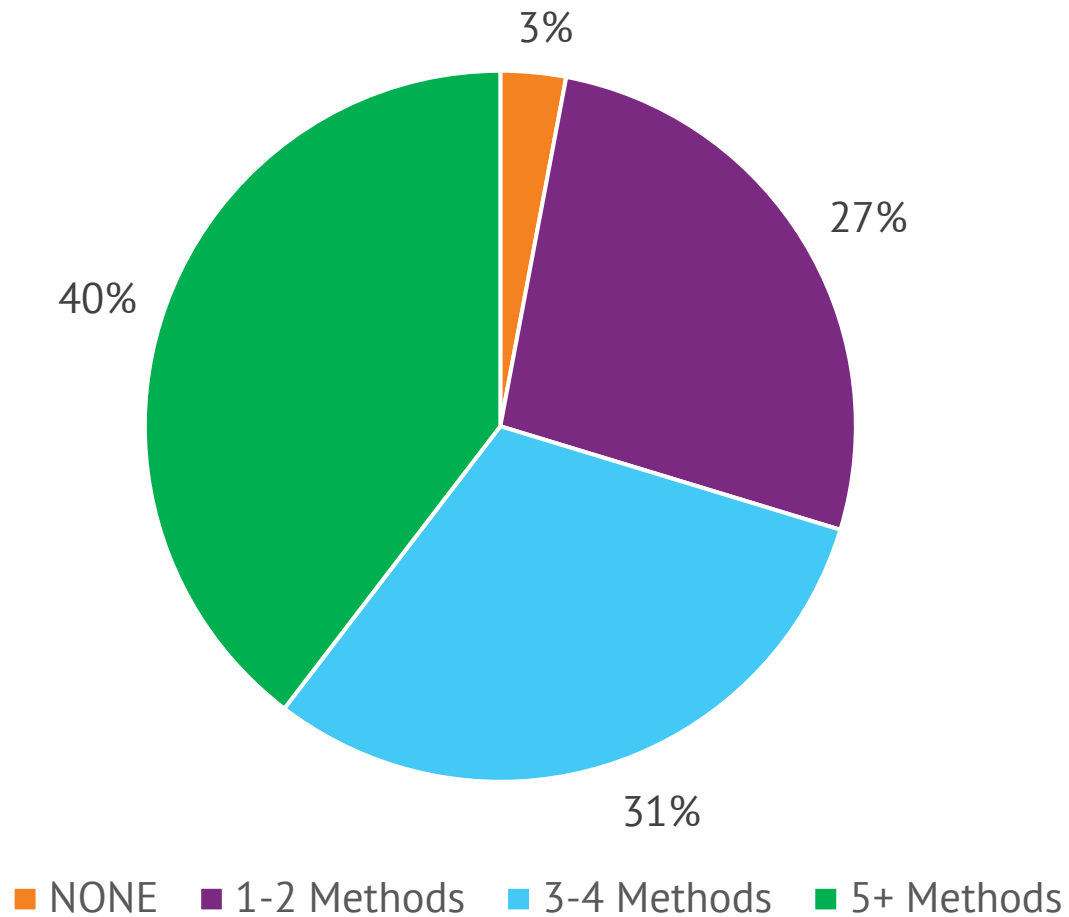
DIFFERENCE BETWEEN AVAILABILITY OF VOICE METHODS AND EFS ENGAGEMENT INDEX



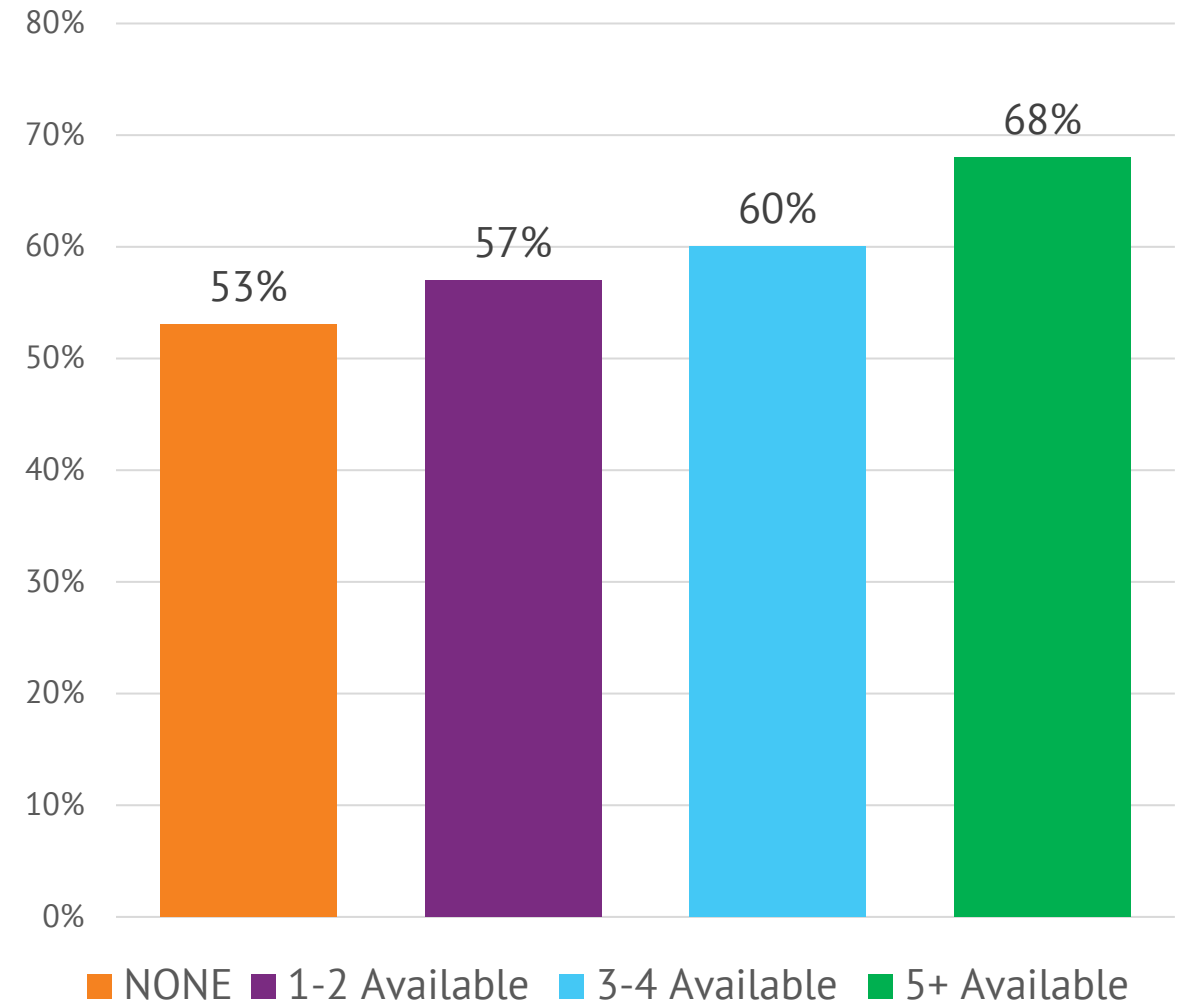
NUMBER OF VOICE METHODS AND IMPACT ON EFS ENGAGEMENT INDEX



Number of voice methods experienced by respondents



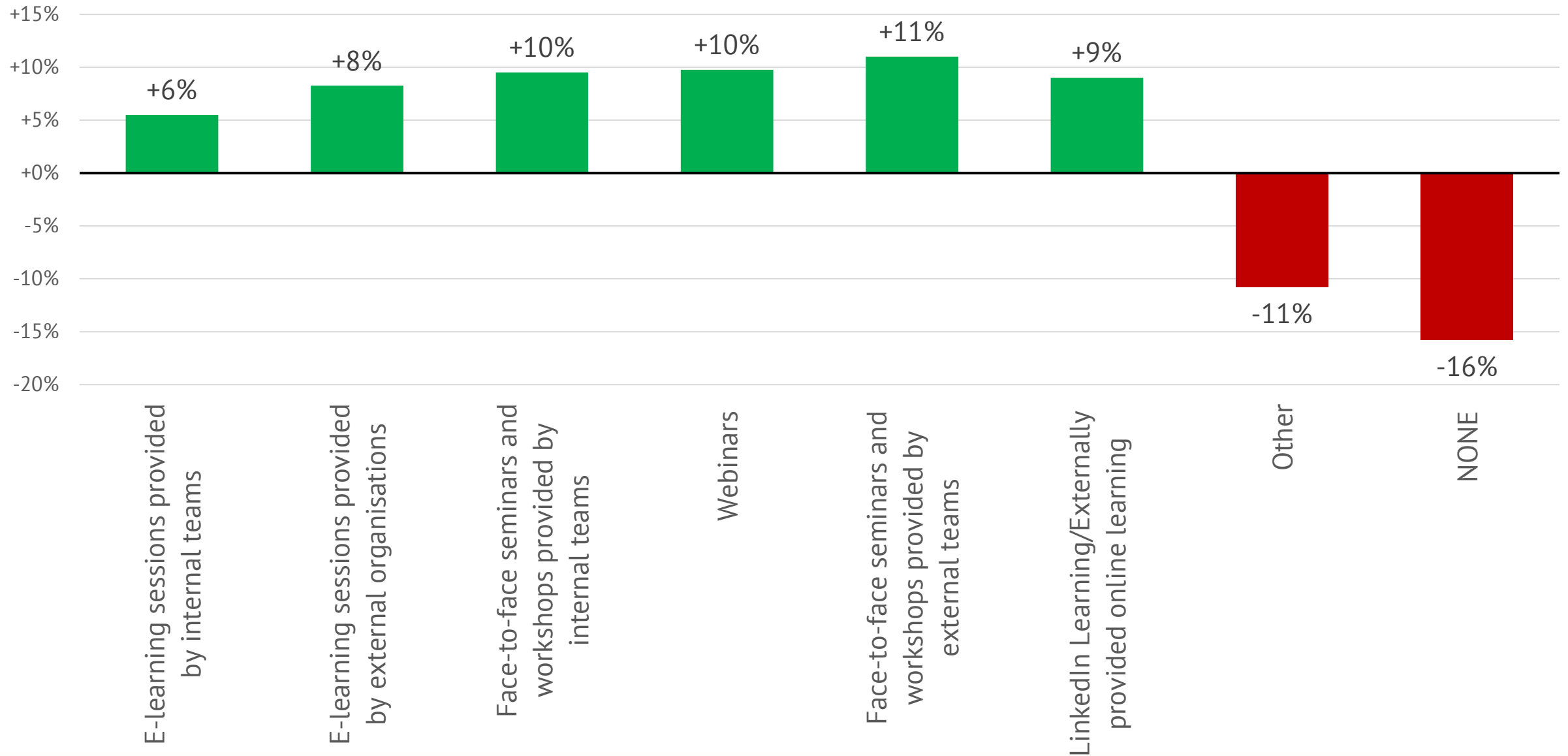
Number voice methods available linked to EFS Index





LEARNING AND DEVELOPMENT METHODS

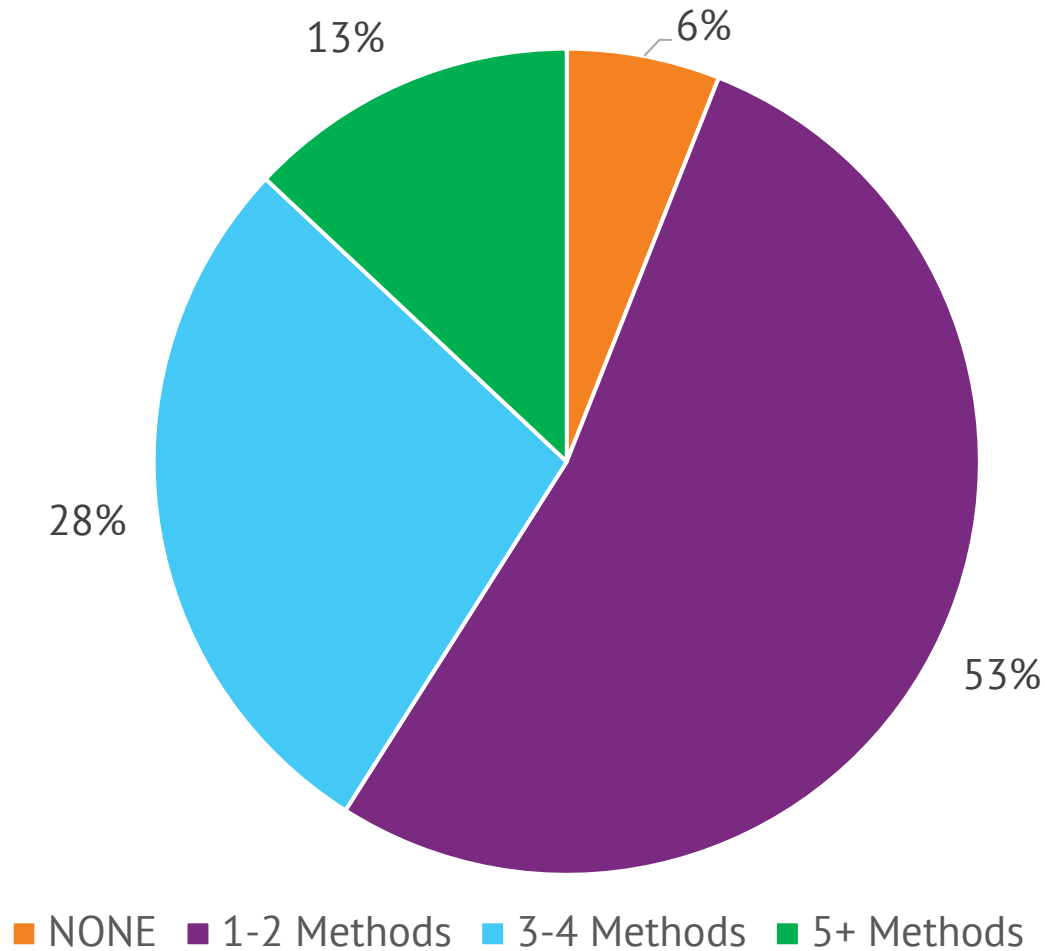
AVAILABILITY OF L&D OPPORTUNITIES AND IMPACT ON EFS ENGAGEMENT INDEX



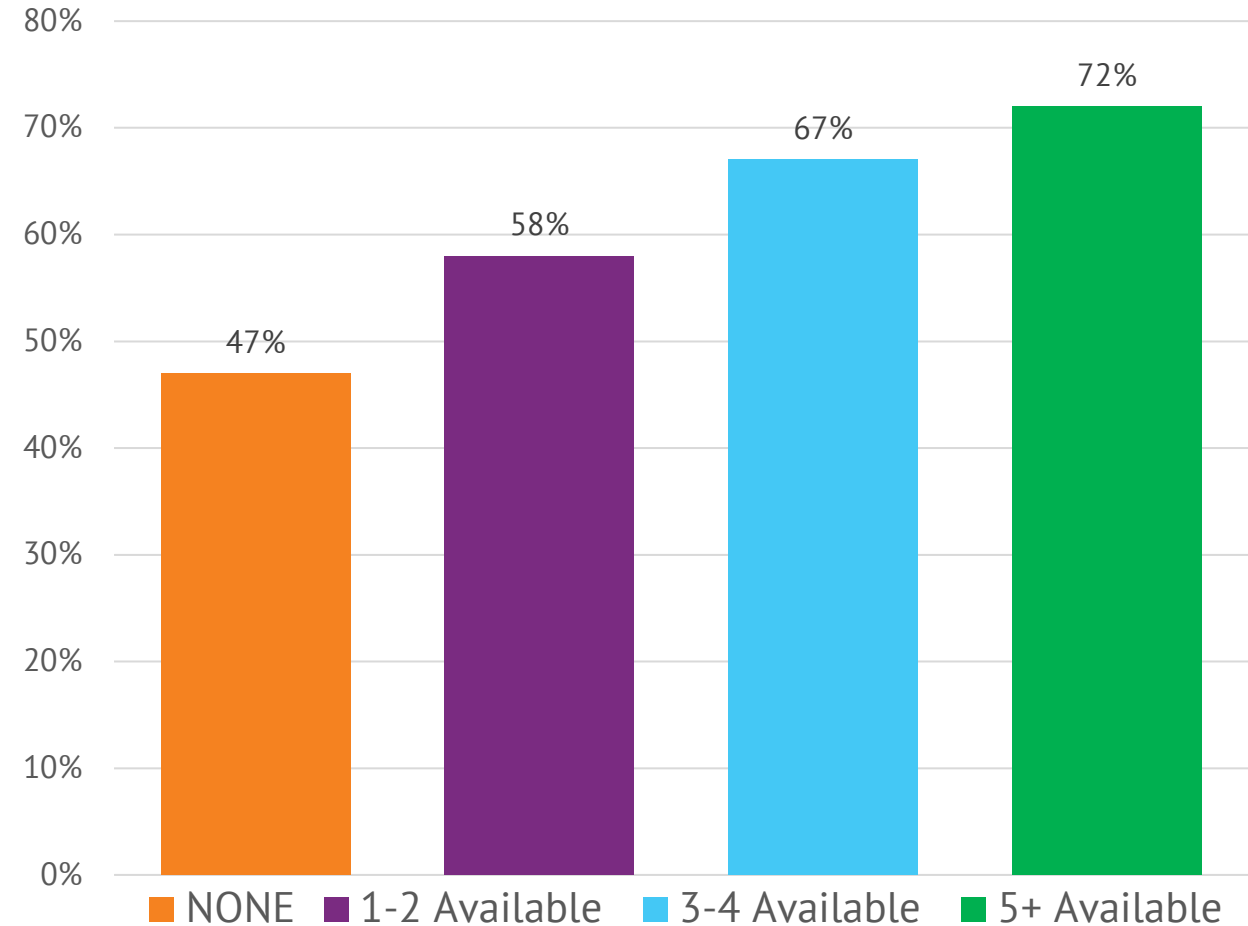
NUMBER OF L&D OPPORTUNITIES AND IMPACT ON EFS ENGAGEMENT INDEX



Number of L&D opportunities



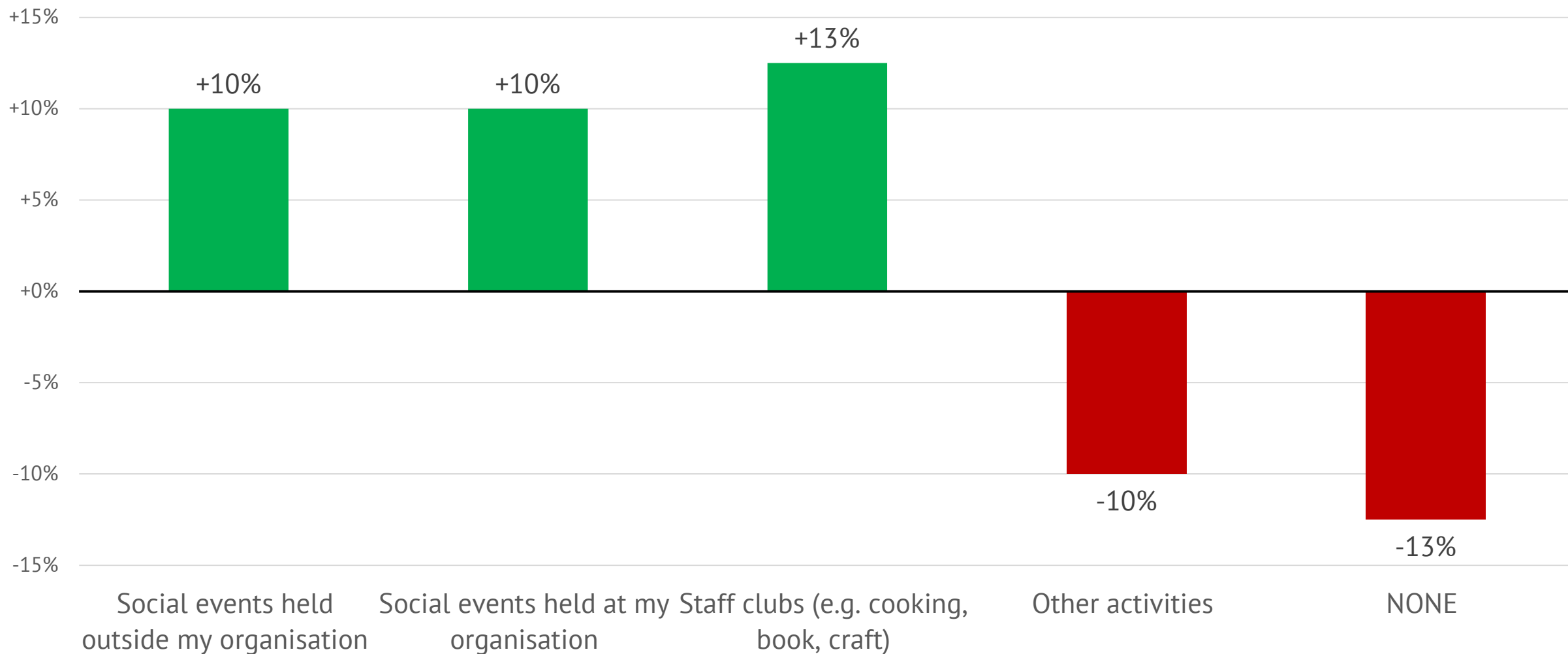
Number of L&D opportunities available linked to EFS Index





SOCIAL ENGAGEMENT ACTIVITIES

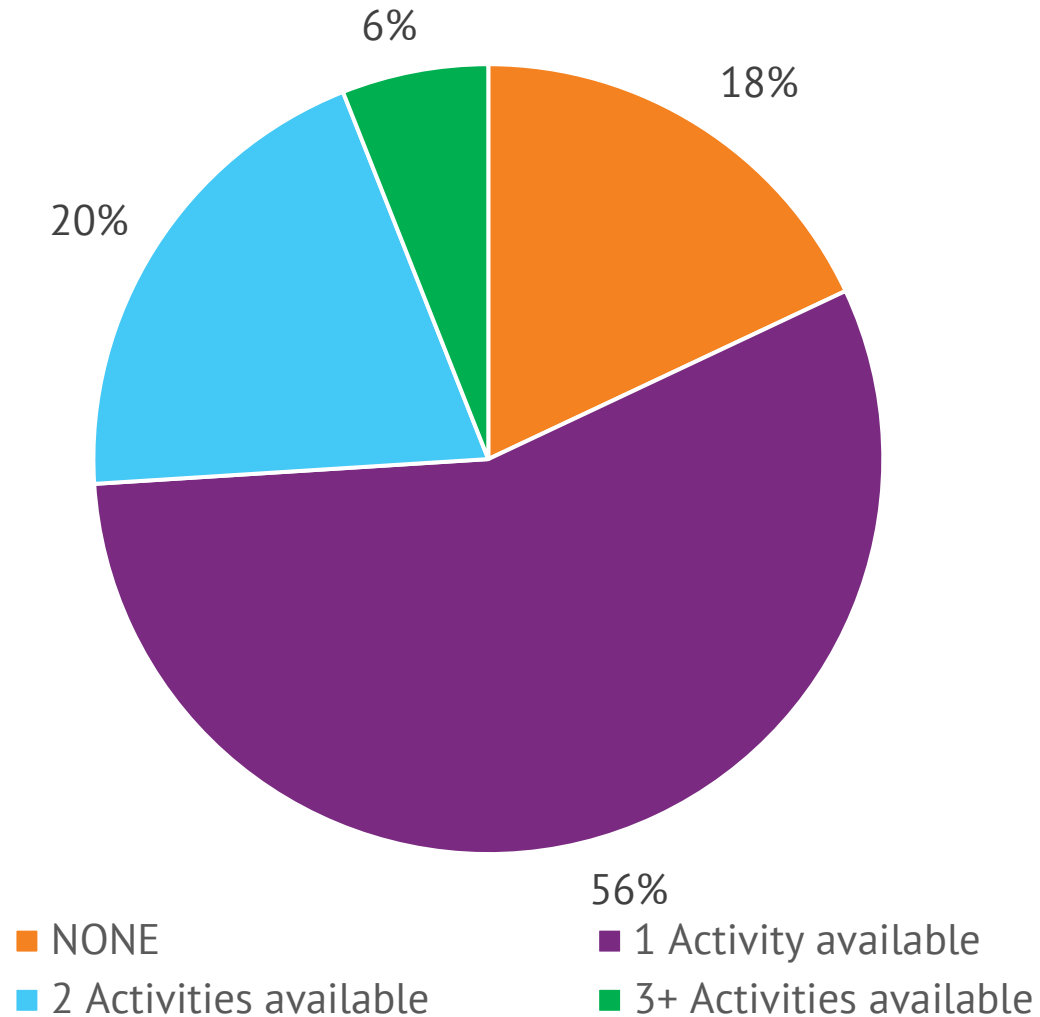
AVAILABILITY OF SOCIAL ENGAGEMENT ACTIVITIES AND IMPACT ON EFS ENGAGEMENT INDEX



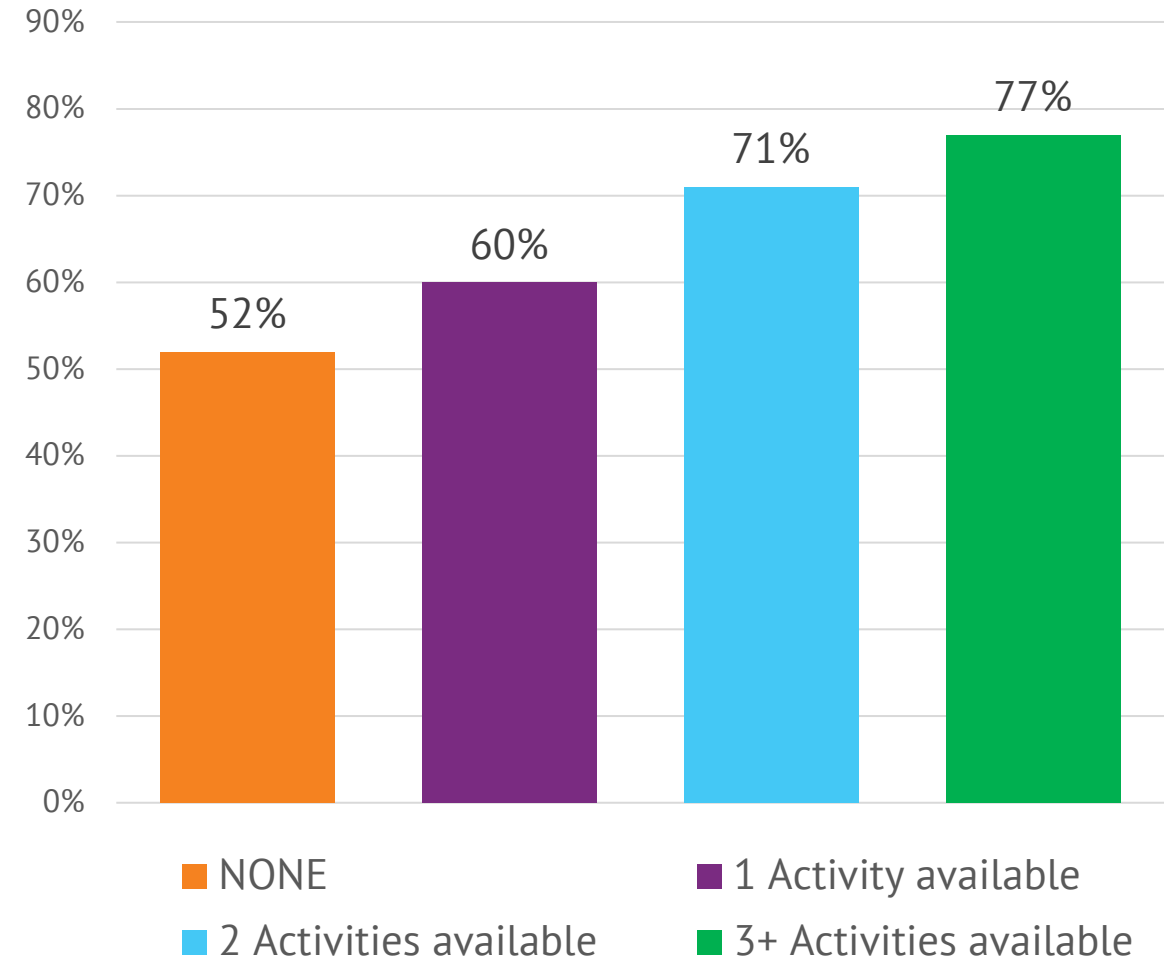
NUMBER OF SOCIAL ENGAGEMENT ACTIVITIES AVAILABLE AND IMPACT ON EFS ENGAGEMENT INDEX



Number of social engagement activities available



Count of social activities available linked to EFS Engagement Index



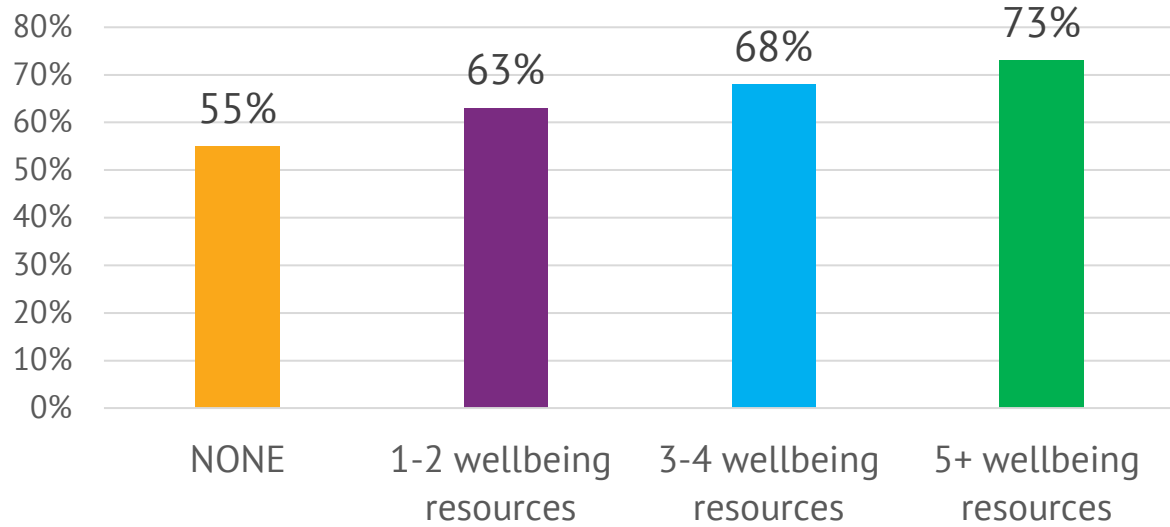


SUMMARY OF RELATIONSHIP BETWEEN NUMBER OF PRACTICES AND ENGAGEMENT

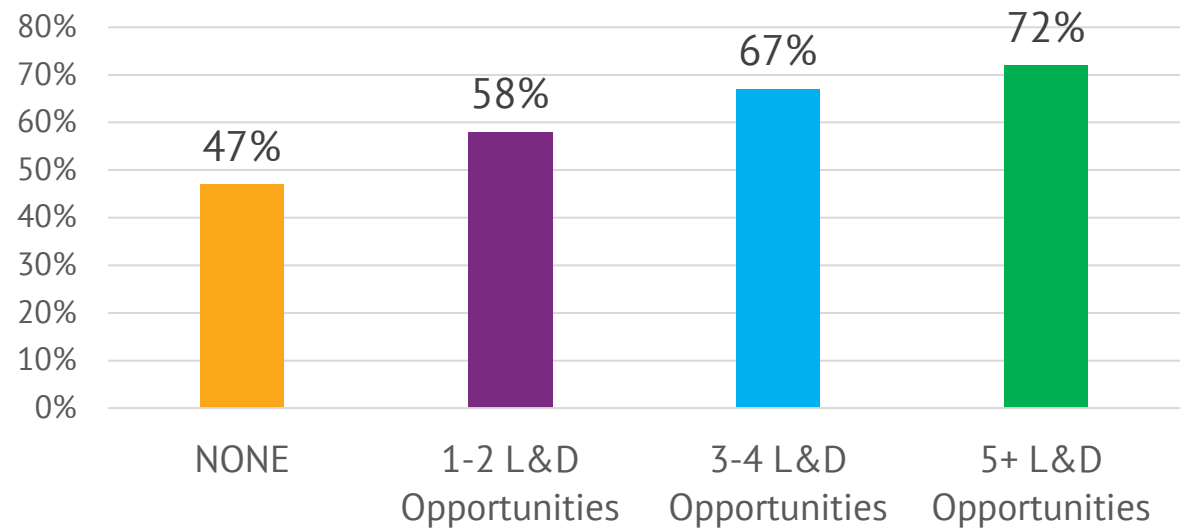
NUMBER OF PRACTICES AND IMPACT ON EFS ENGAGEMENT INDEX



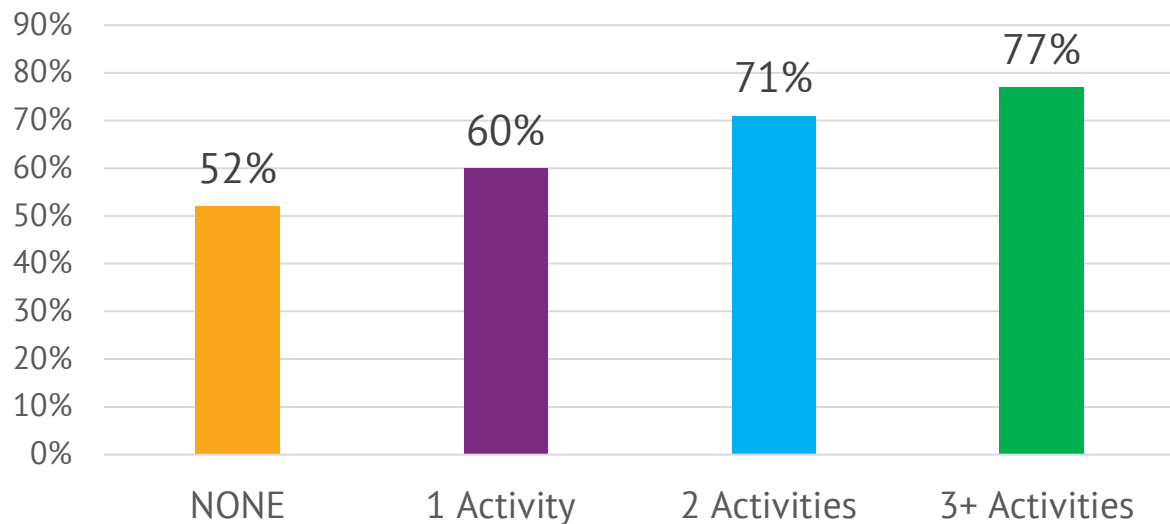
EFS Engagement Index and Wellbeing



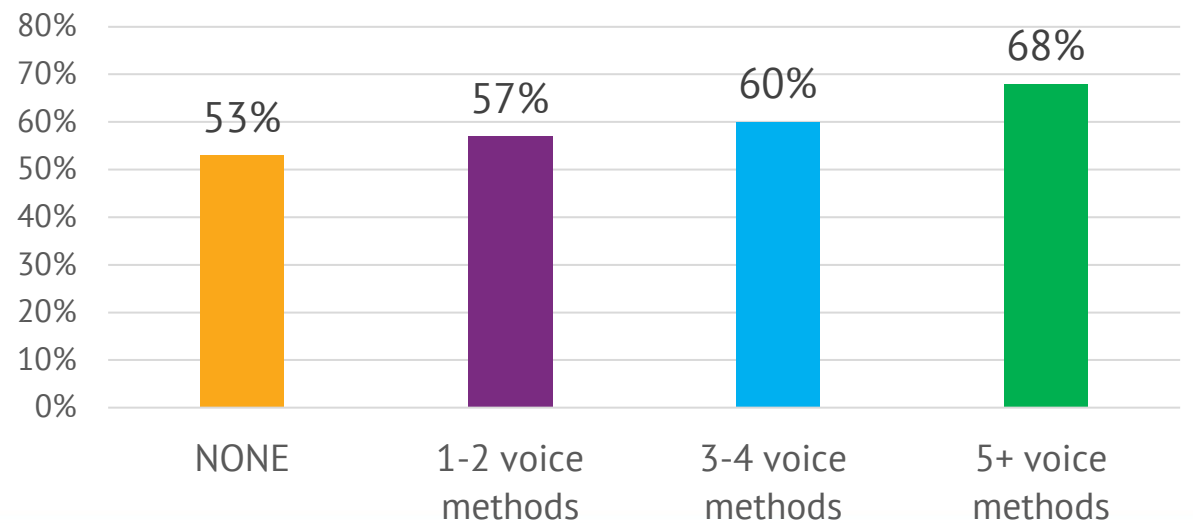
EFS Engagement Index and L&D

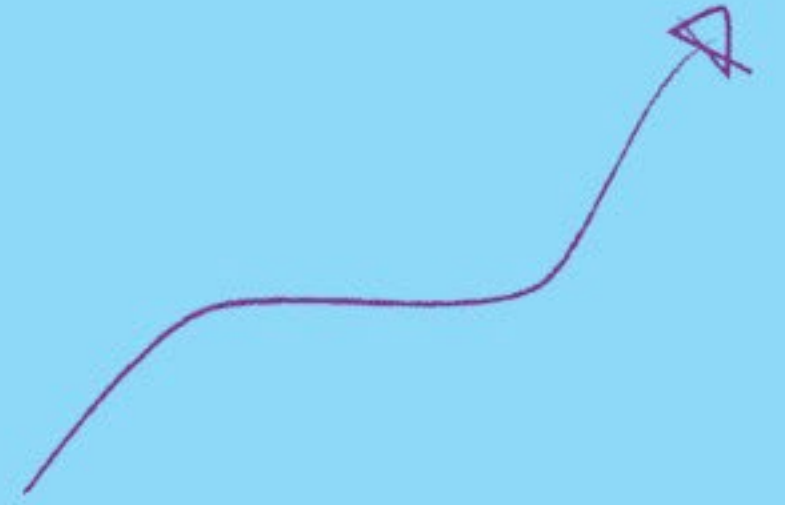


EFS Engagement Index and Social Activities



EFS Engagement Index and Voice



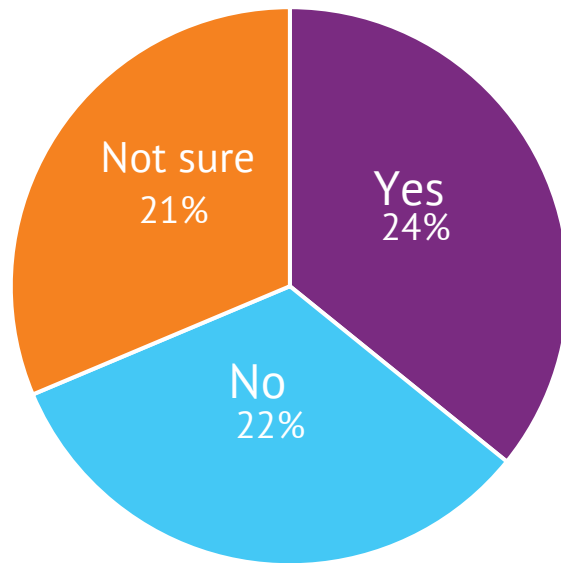


CHAMPION NETWORKS

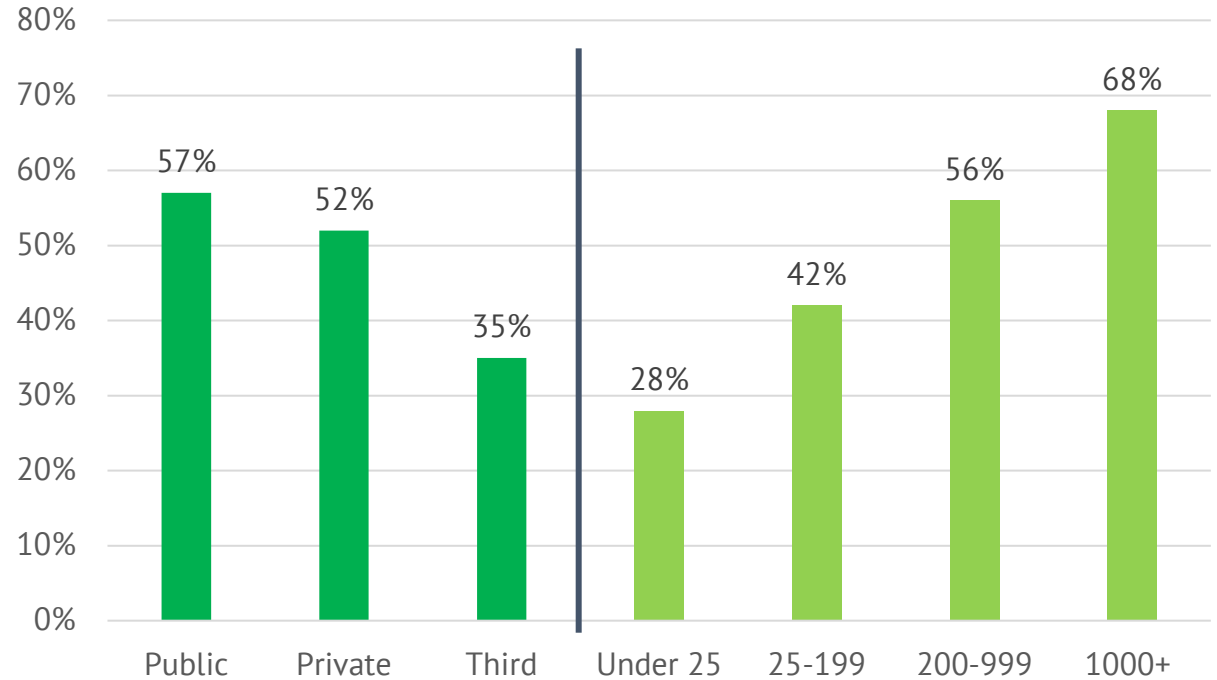
ENGAGEMENT CHAMPION NETWORKS



- ▶ 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

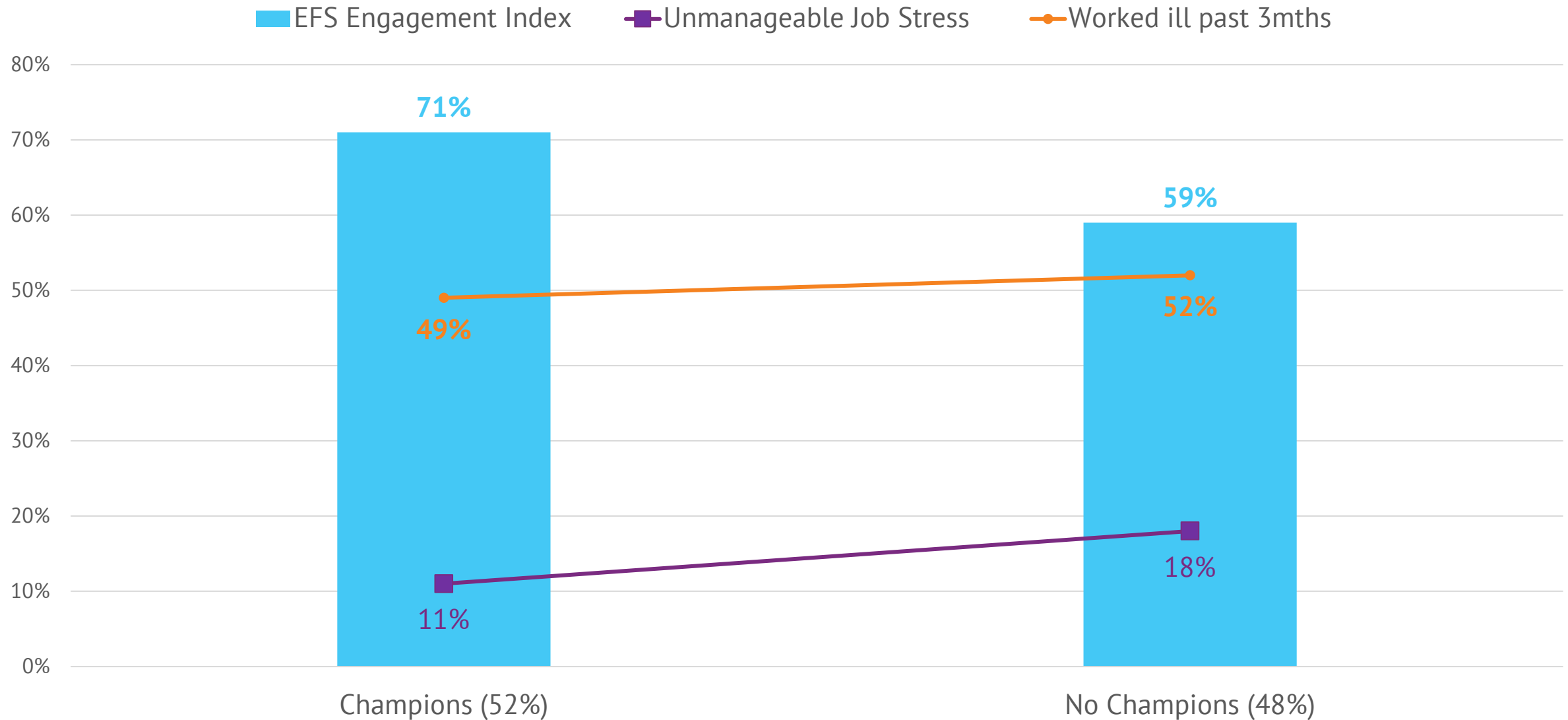


'My organisation uses employee engagement champion (i.e. staff networks) to promote engagement in the organisation'

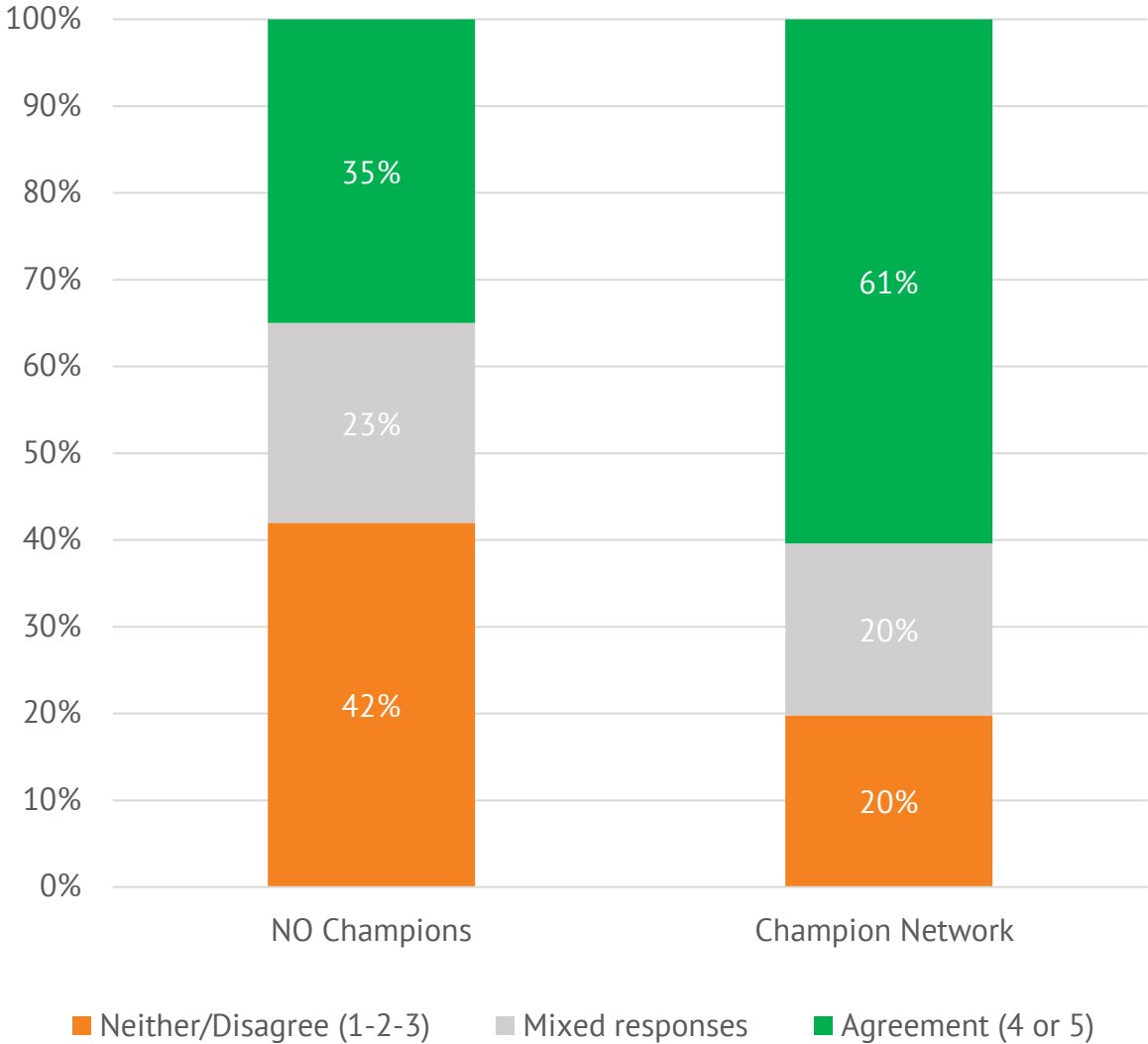


Engagement Champions by Sector and Size

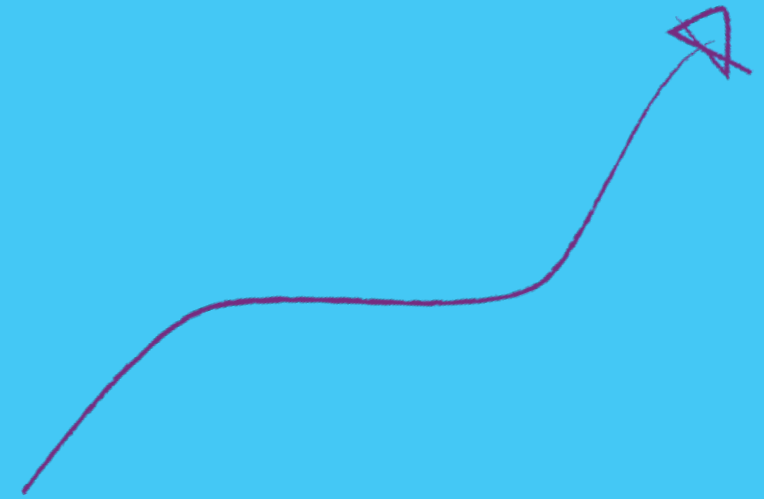
ENGAGEMENT CHAMPION NETWORKS AND IMPACT ON EFS ENGAGEMENT INDEX AND WELLBEING



PRIORITISING PEOPLE ISSUES BY BOTH LEADERS AND MANAGERS WITH AVAILABILITY OF CHAMPION NETWORKS



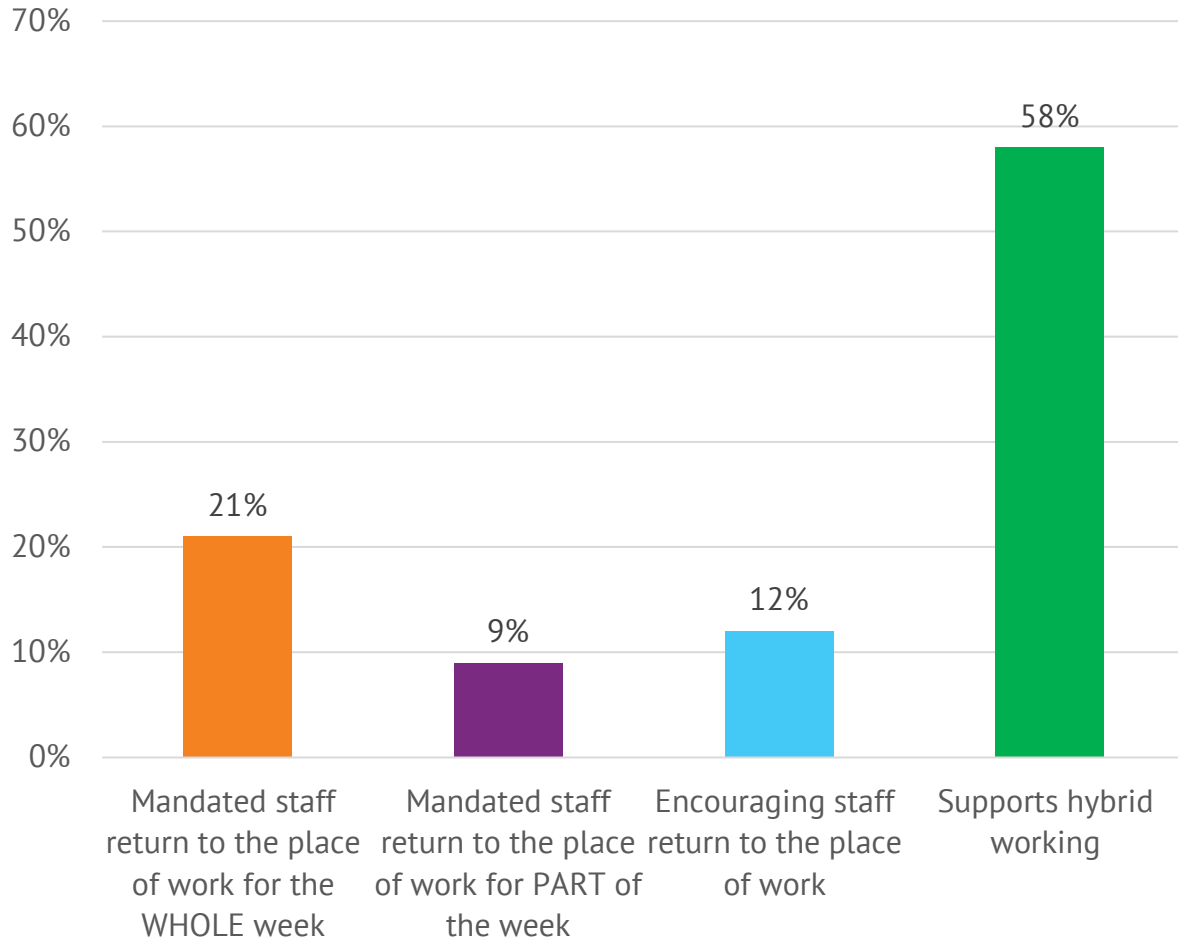
HYBRID WORKING



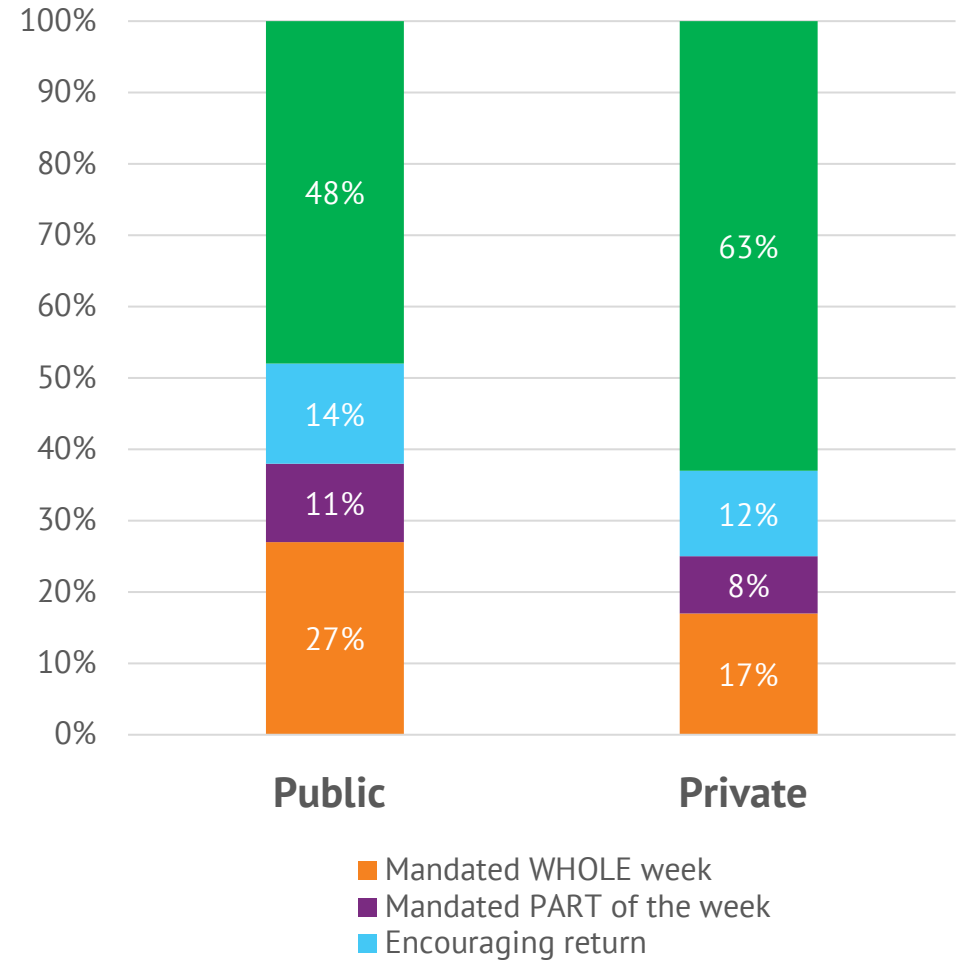


HYBRID WORKING

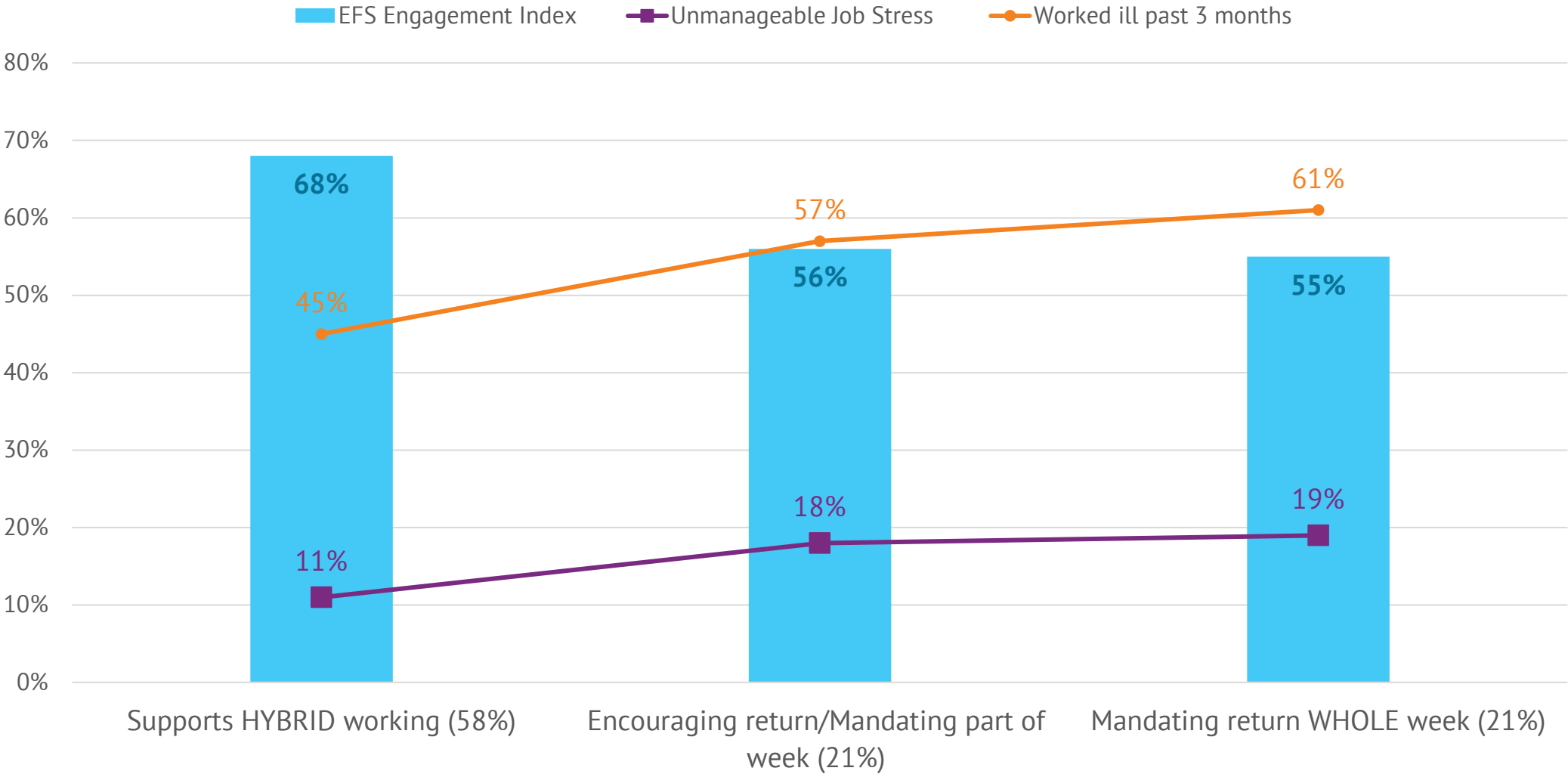
Organisational stance on hybrid working



By Sector



HYBRID WORKING, ENGAGEMENT AND UNMANAGEABLE JOB STRESS



VARIATIONS IN INDIVIDUAL ENGAGEMENT



OVERVIEW OF RESPONDENTS



Sample



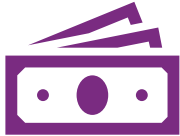
- ▶ Representative sample UK working population
- ▶ 33% respondents had childcare responsibilities
- ▶ 18% had caring responsibilities for an adult

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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