



THE CURRENT STATE OF EMPLOYEE ENGAGEMENT IN THE UK

Preliminary findings Engage for Success 2023 engagement survey

Sarah Pass and James Court-Smith

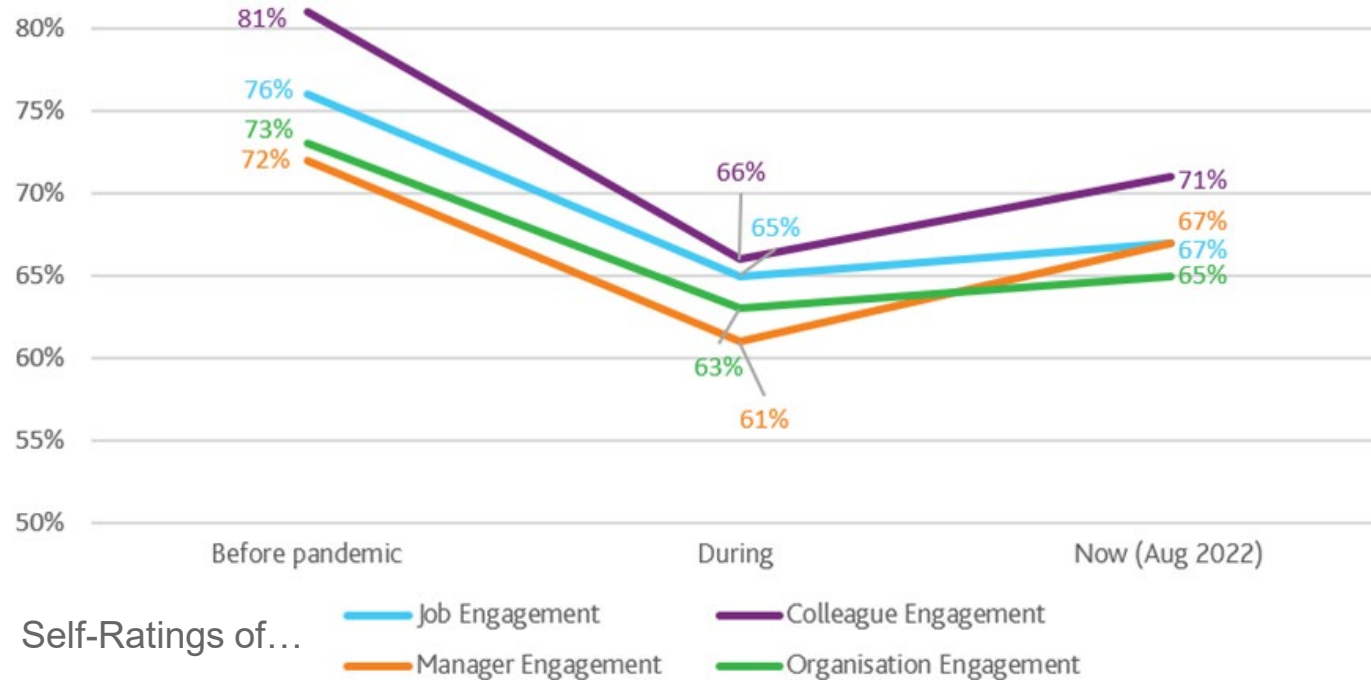


UK Employee Engagement Survey 2022

- ▶ Impact of pandemic on employee engagement
- ▶ Explore what organisations did and what worked
- ▶ Establish a benchmark of engagement Research Team (NBS & Stillae): Dr Sarah Pass, James Court-Smith, Dr Yu-Ling Liu-Smith, Serban Popescu



Impact of the pandemic on engagement levels



EFS 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)

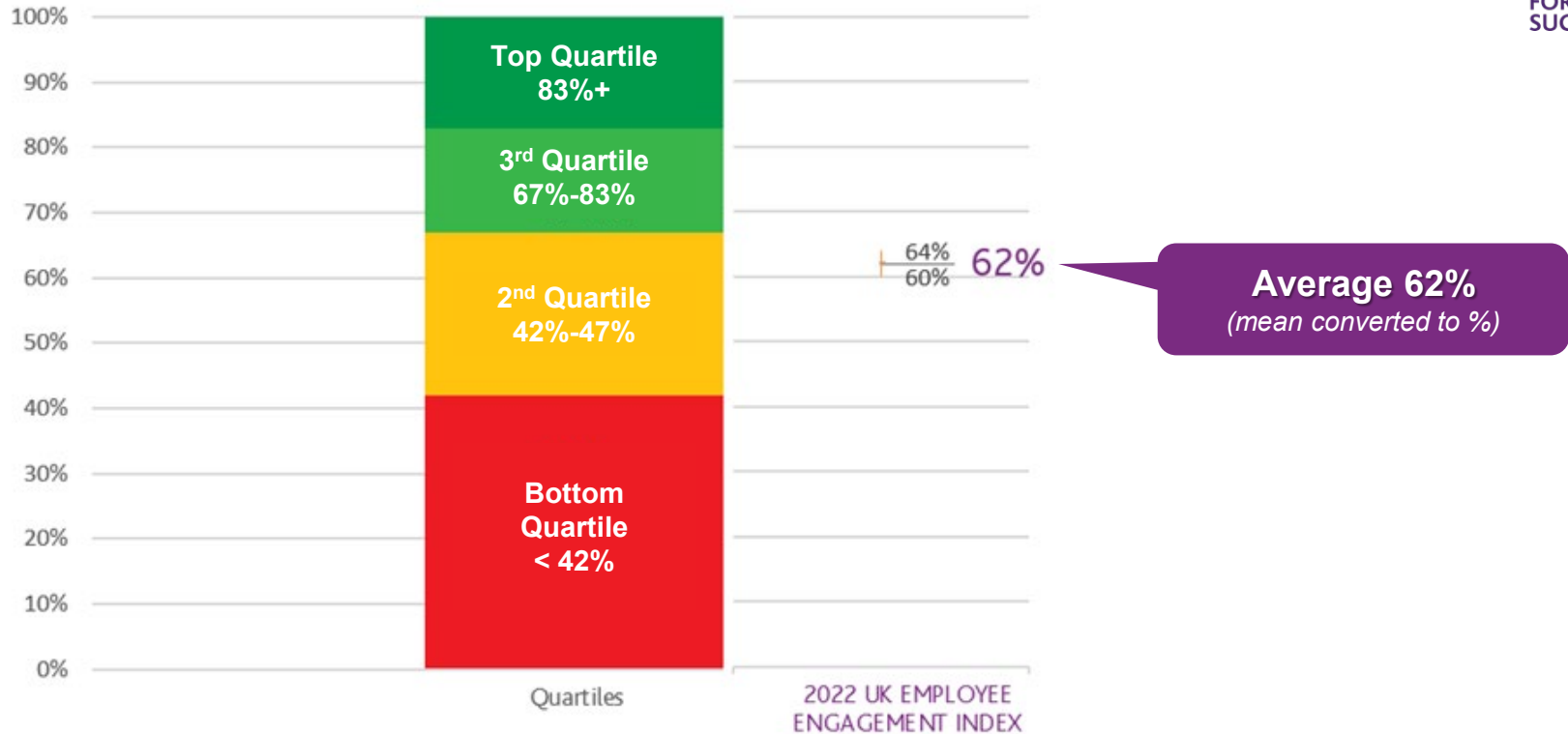
Loyalty

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)

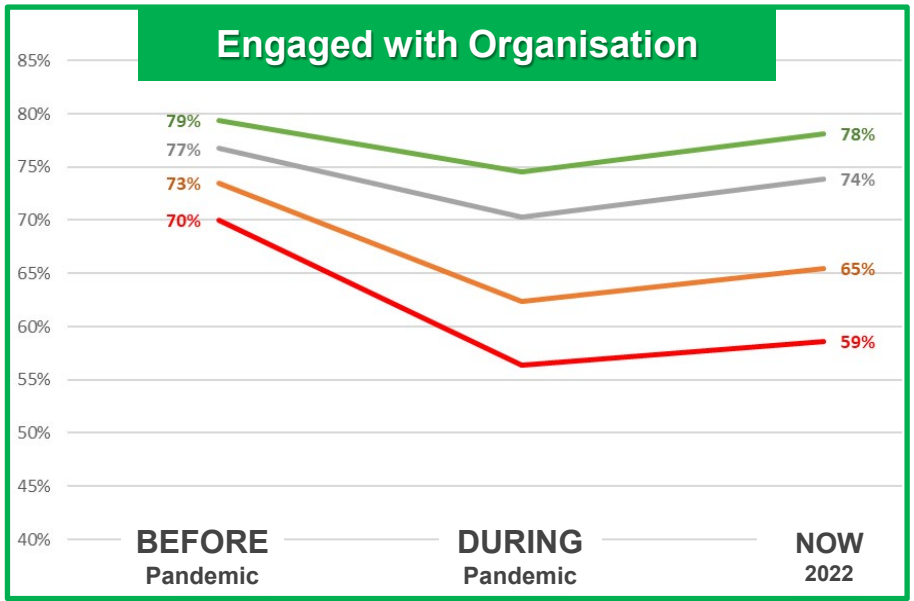
EFS Employee Engagement Index Level 2022



Summarising the Organisational Response – 2022 EFS survey

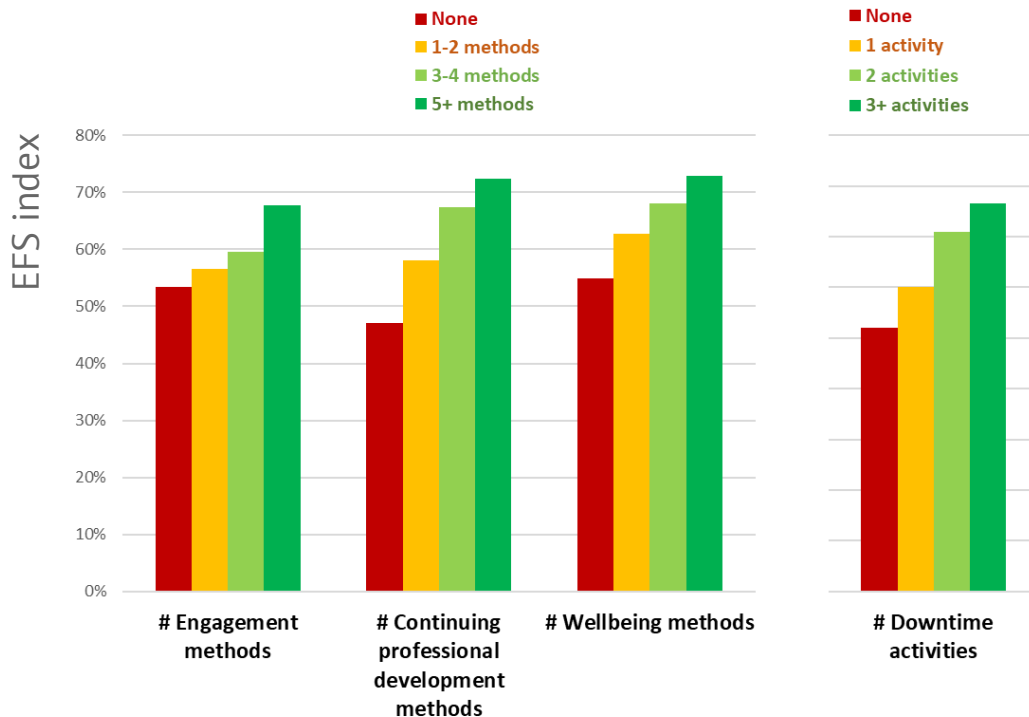
	High Group
Meeting methods	3+ methods
Comms methods	3+ methods
Training methods	2+ methods
Online wellbeing offerings	4-5 methods

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



		Through Pandemic
Now vs Before	3+	-1%
	2	-3%
	1	-8%
	None	-11%

2023 EFS survey – similar patterns emerging



Engagement Indices are highly correlated

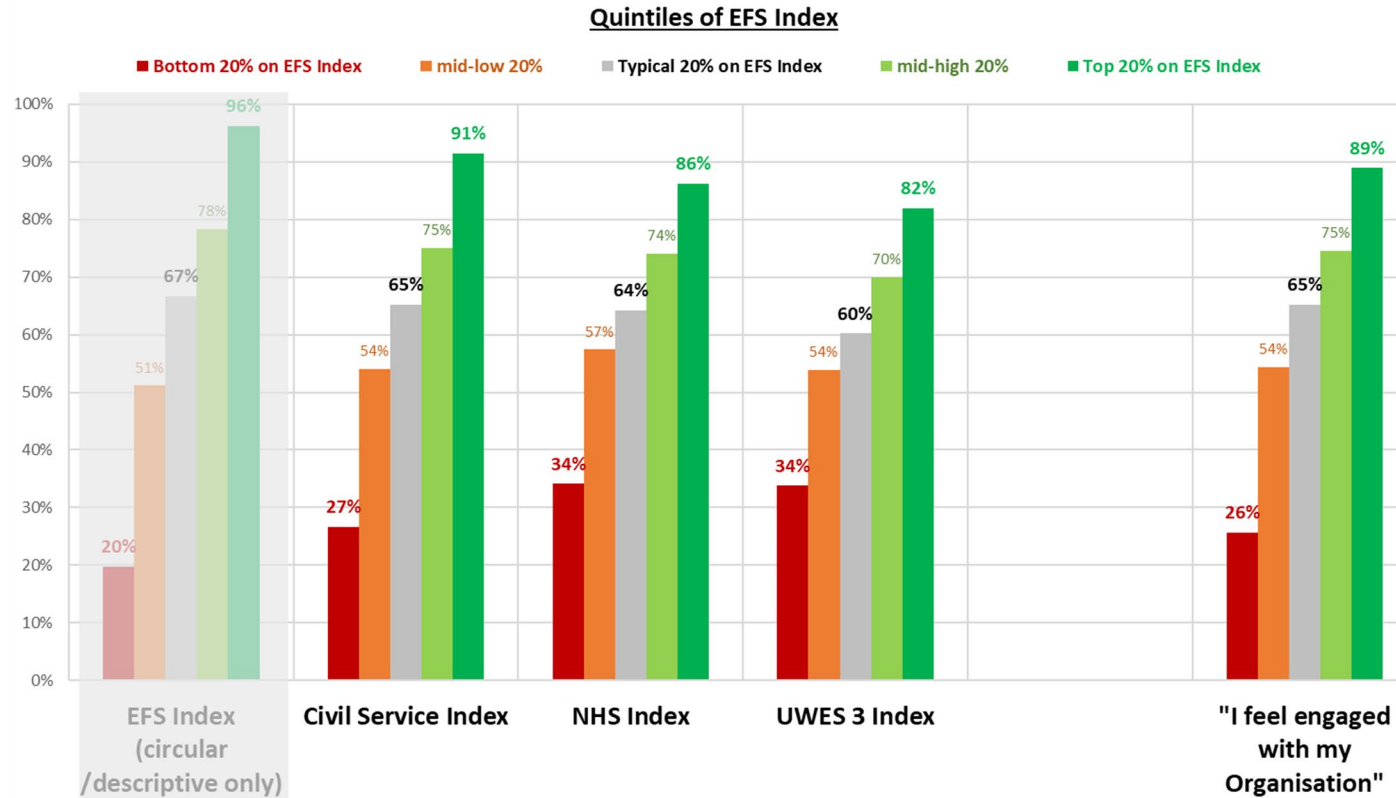
Correlation Coefficients

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

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
NHS	My organisation motivates me to help it achieve its objectives
	I look forward to going to work
	I am enthusiastic about my job
UWES-3	Time passes quickly when I am working
	At my work, I feel bursting with energy
	I am enthusiastic about my job
	I am immersed in my work

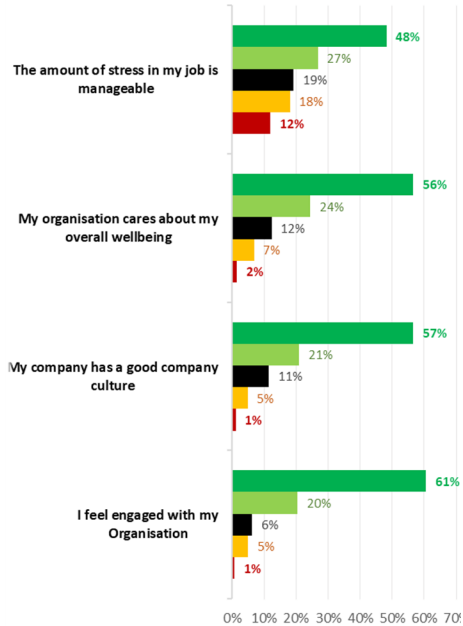
Engagement Indices are highly correlated



Engagement Indices are highly correlated

EFS index

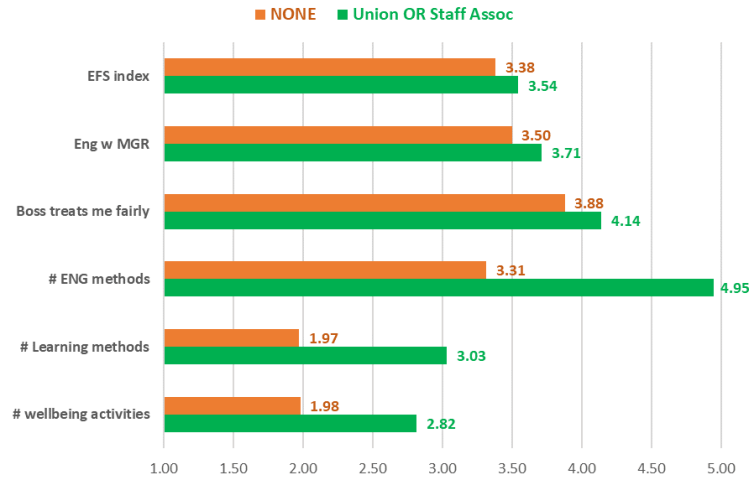
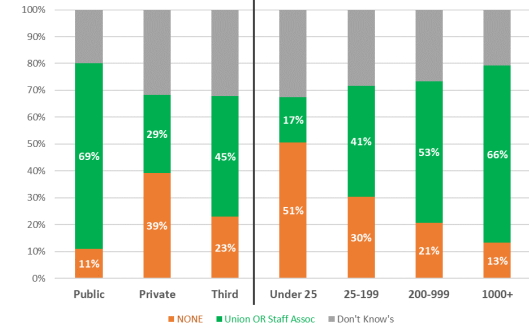
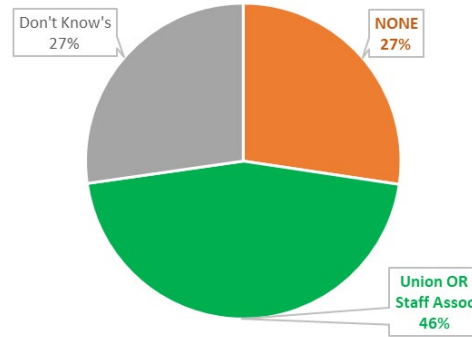
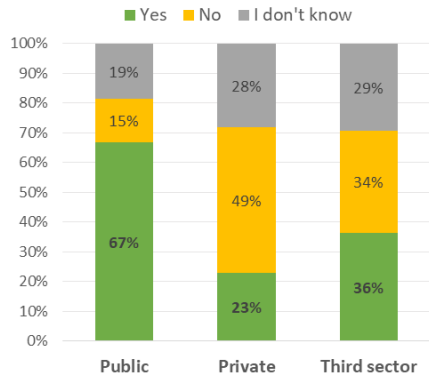
■ Top 20% ■ Mid-High ■ TYPICAL 20% ■ Mid-Low ■ Bottom 20%



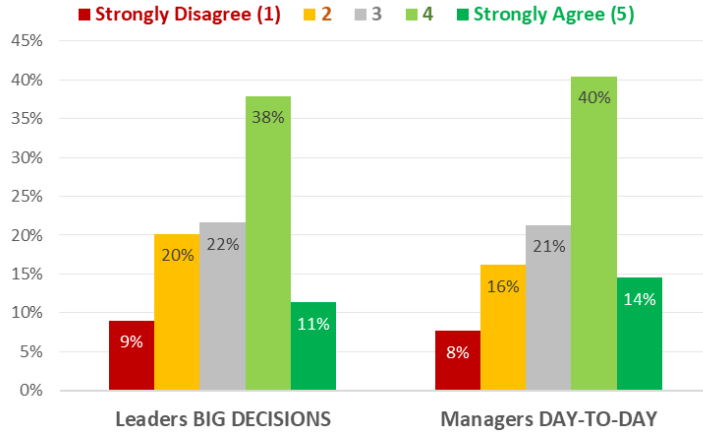
All graphs show %
Strongly Agreeing

Unions and Staff Associations

Does your organisation recognise any Trade Unions?



People Issues in Strategic & Day-to-day decisions

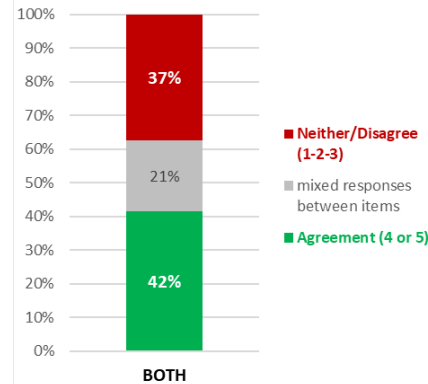
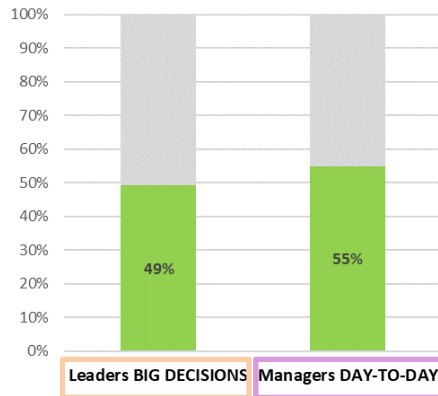


Leaders Big Decisions

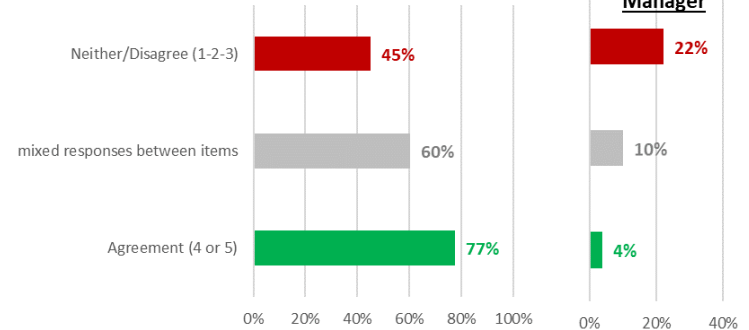
The people issues (like engagement, culture, and well-being) are sufficiently prioritised **when my organisation's leaders make the big decisions.**

Manager Day-to-Day

The people issues (like engagement, culture, and well-being) are sufficiently prioritised **in the day-to-day decisions taken by my manager.**

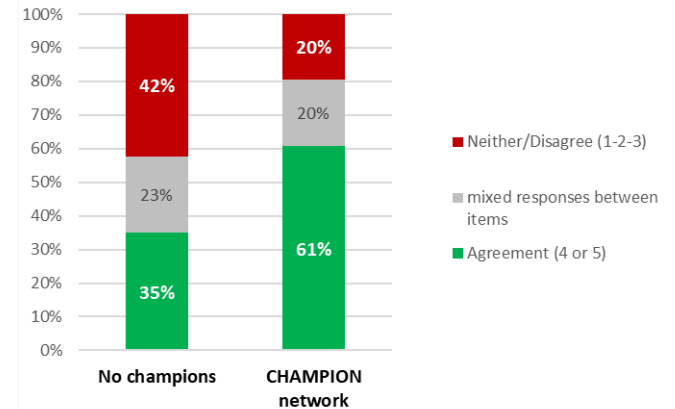
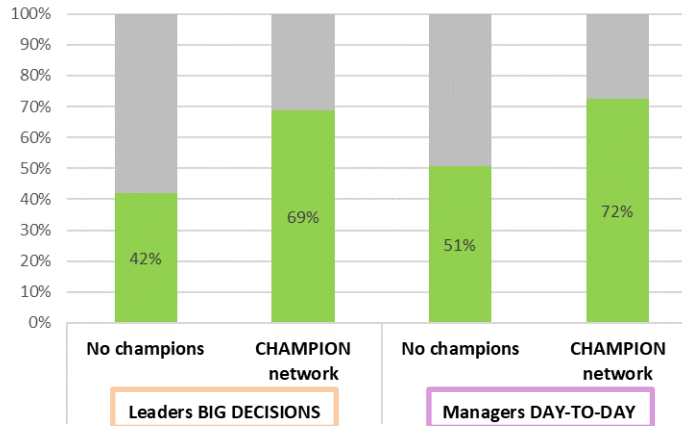
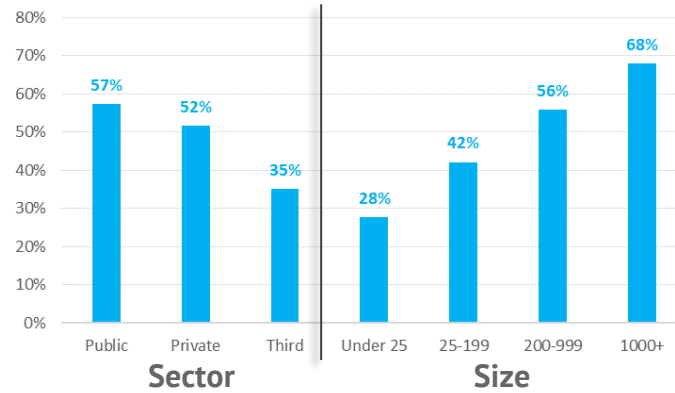


EFS Index

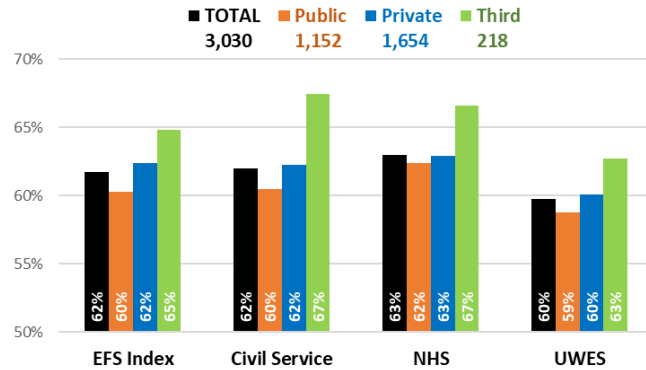


Champion Networks

My organisation uses employee engagement champions (i.e. staff network) to promote engagement in the organisation



Overall 2023 results – all four Indices





THANKS!

Any questions?

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