



THE CURRENT STATE OF EMPLOYEE ENGAGEMENT IN THE UK

Findings from the 2023 UK Engagement Survey

2024 Engagement Summit

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

UK EMPLOYEE ENGAGEMENT SURVEY 2023

EXPLORING THE CURRENT STATE OF EMPLOYEE ENGAGEMENT IN THE UK

Prepared in collaboration with:

NBS Nottingham Business School Nottingham Trent University

stillae Putting data to use

Prepared in collaboration with:

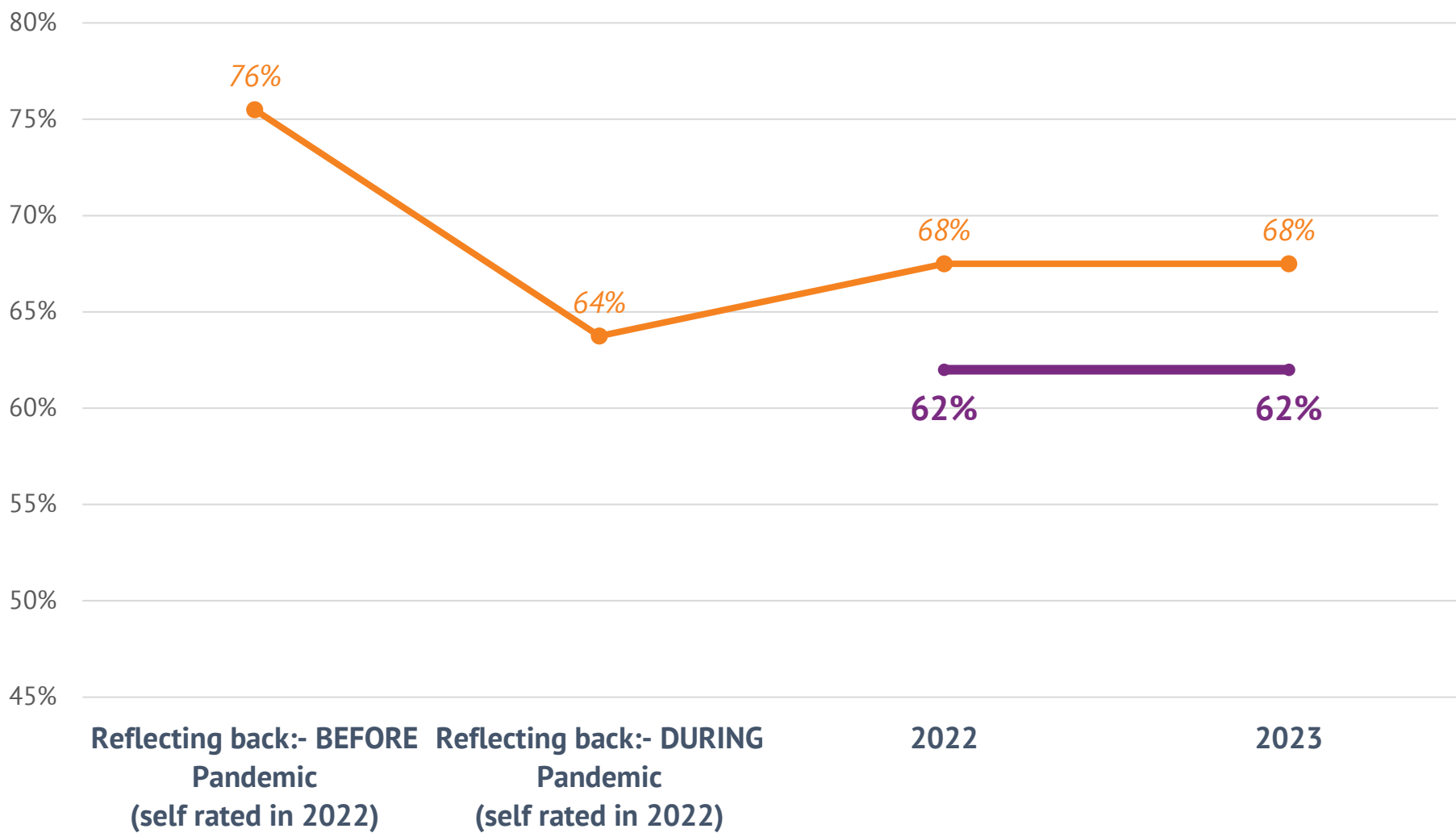
NBS Nottingham Business School Nottingham Trent University

stillae Putting data to use



UK EMPLOYEE ENGAGEMENT LEVELS

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

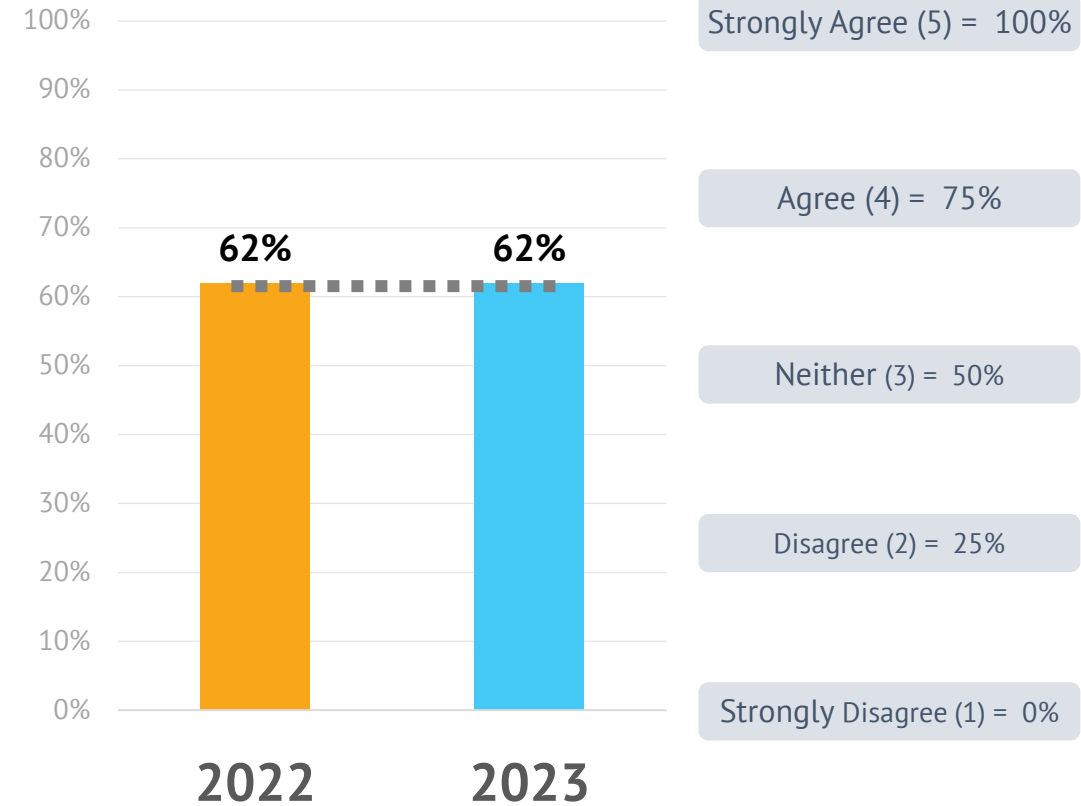
I plan to be working for my organisation three years from now
5-point scale from Strongly Disagree (1) to Strongly Agree (5)

Advocacy

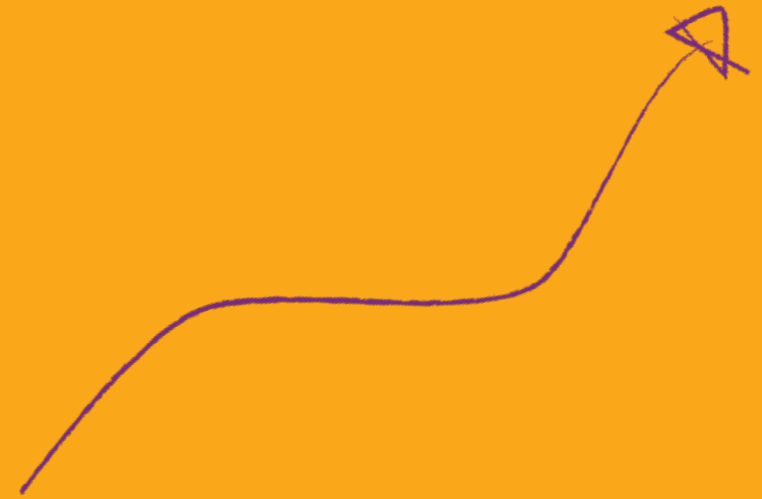
I would recommend my organisation as a great place to work
5-point scale from Strongly Disagree (1) to Strongly Agree (5)

Simple average across the 3 questions:
3.47

Converted to % to make it more intuitive:
62%



PRIORITISING THE PEOPLE ISSUES

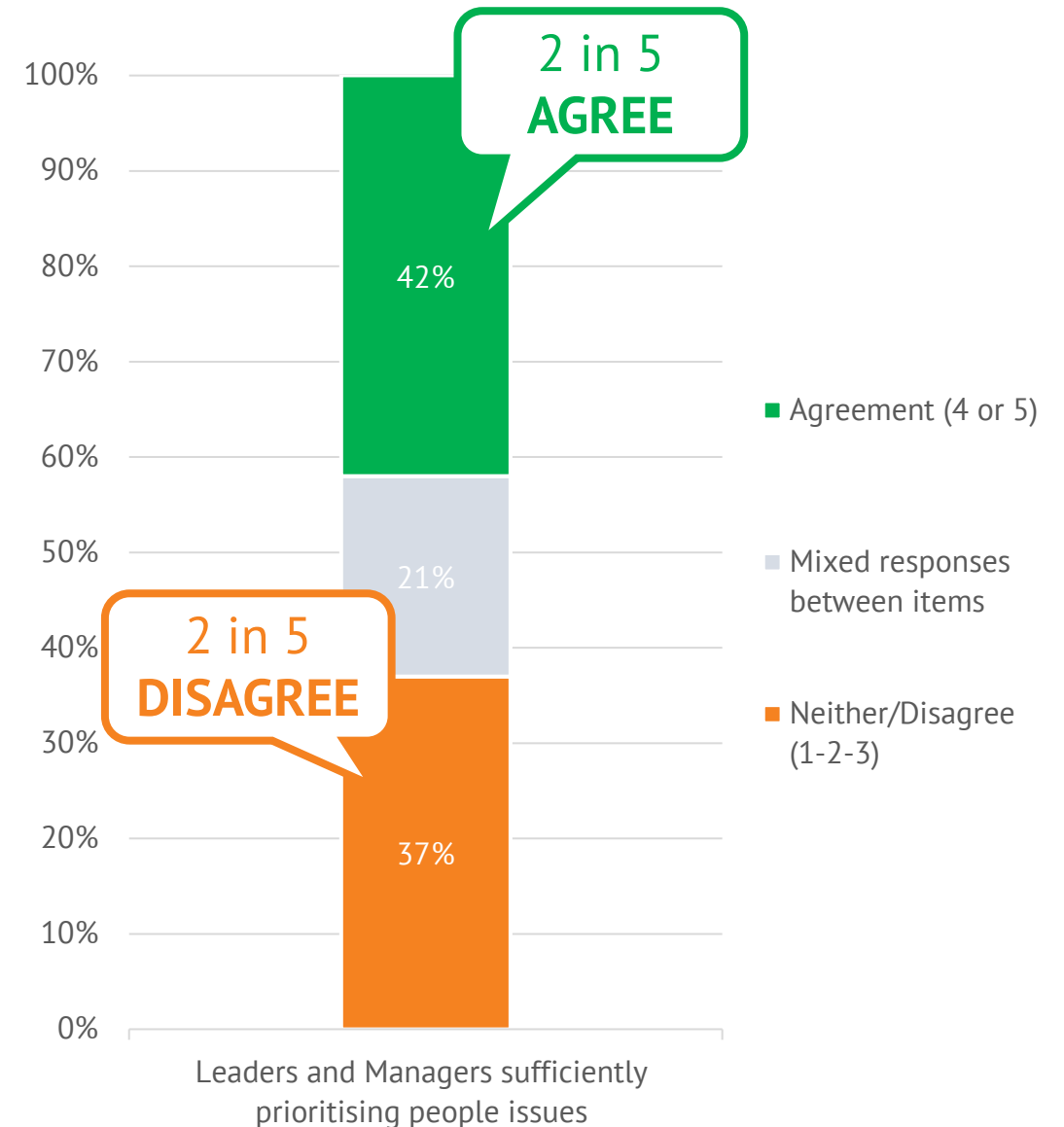


RESPONSES TO BOTH LEADERS AND MANAGERS PRIORITISING PEOPLE ISSUES

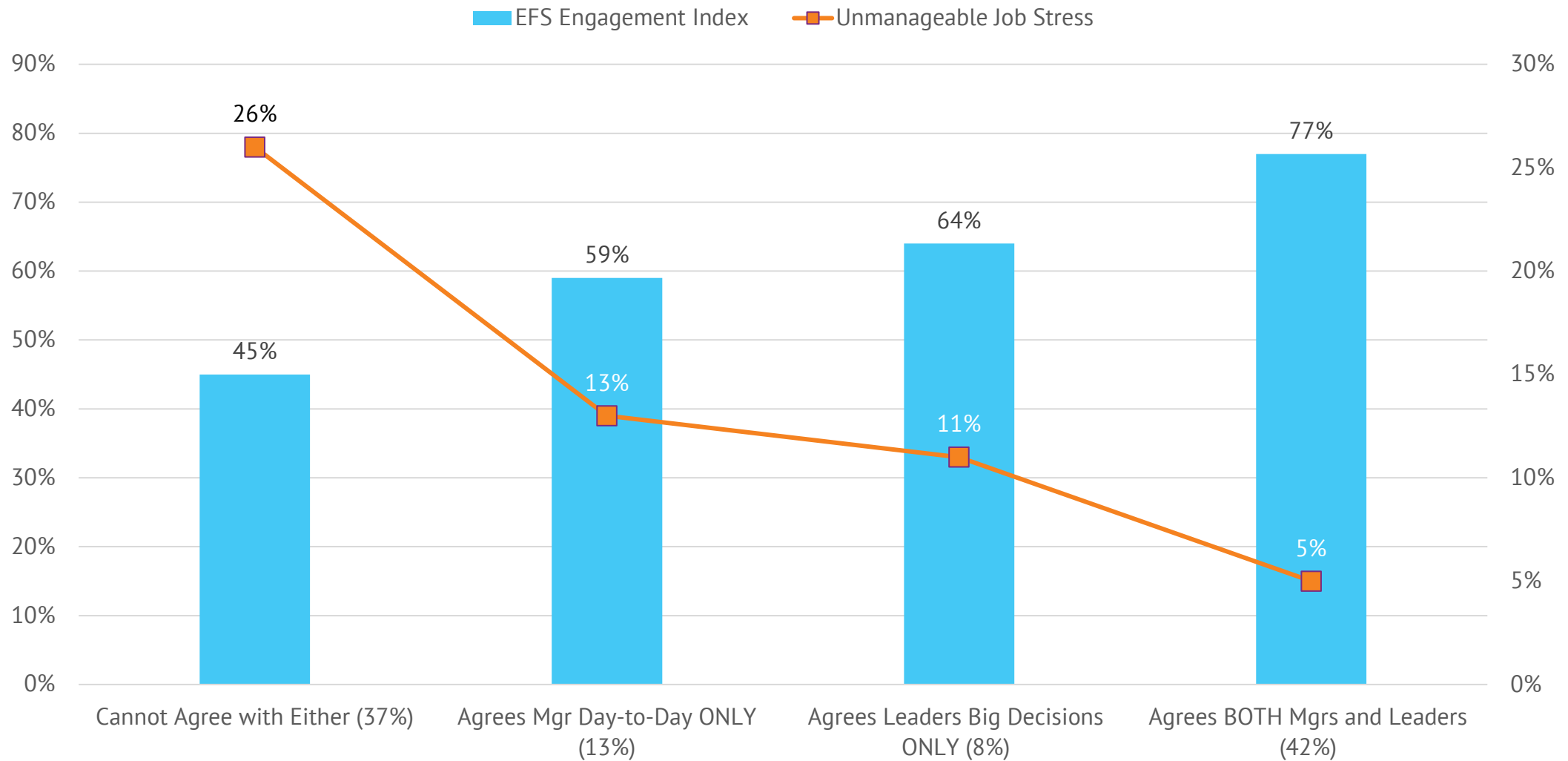


Combined responses to both:

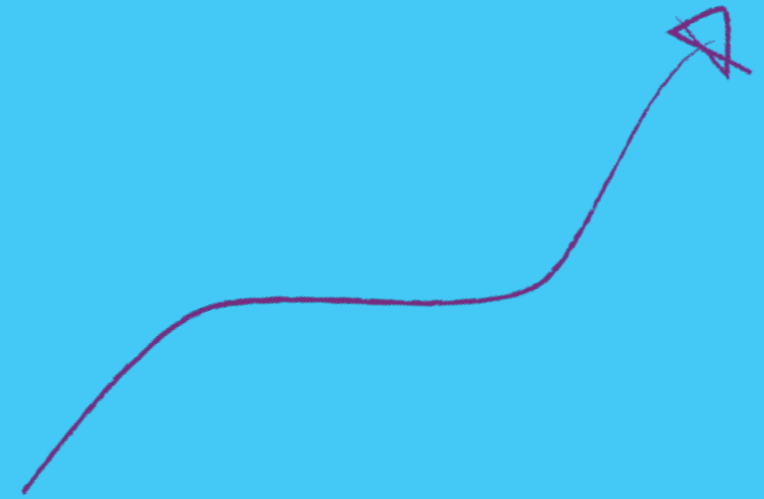
- ▶ Senior leaders sufficiently prioritising people issues in the **big decisions**
- ▶ Managers sufficiently prioritising people issues in the **day-to-day decisions**



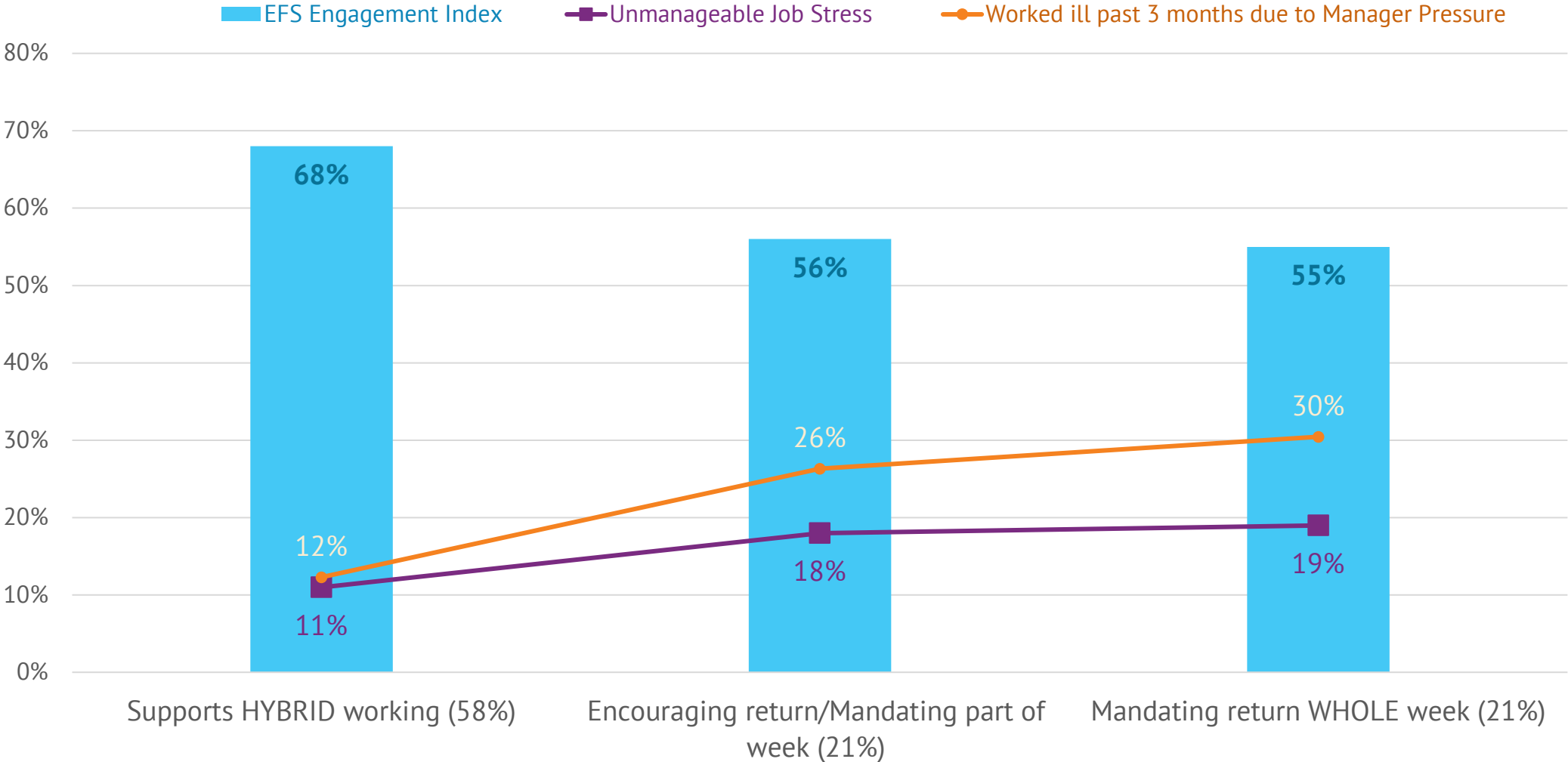
IMPORTANCE OF PRIORITISING THE PEOPLE ISSUES



HYBRID WORKING



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 or james.court-smith@stillae.com

LinkedIn: www.linkedin.com/in/sarahpass/ or www.linkedin.com/in/jcsbiostillae/