



ST GEORGE'S PULSE 3 2018

St George's, University of London

RESPONSE RATE:

37%

RESPONSES:

281
of 765



YOUR EMPLOYEE ENGAGEMENT SCORE:



58%

VARIANCE from PREVIOUS SURVEY:

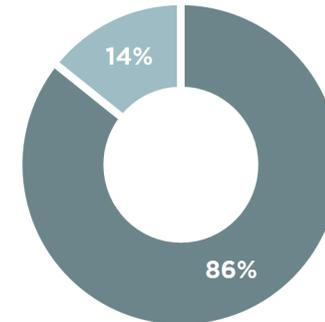
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VARIANCE from ORGANISATION OVERALL:

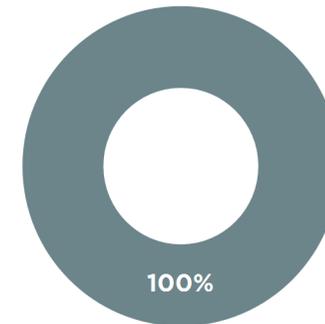
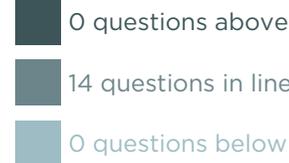
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Employee engagement is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

VARIANCE FROM PREVIOUS SURVEY



VARIANCE FROM ORGANISATION OVERALL



WHAT NOW?

1. TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS REPORT.

2. DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

3. WORK TOGETHER

TO BUILD A PLAN OF ACTION.



TOP 3 HIGHEST SCORING QUESTIONS:

% POSITIVE

Q5. I think my organisation respects individual differences (e.g. cultures, working styles, background, perspectives)

72%

Q11. I am proud to work for St George's

67%

Q14. Working at St George's makes me want to do the best work I can

62%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q8. I feel I receive support from the organisation to progress my career

35%

Q2. I feel I can speak up and challenge how things are done in the organisation

38%

Q10. I believe leaders at St George's lead by example

40%

EMPLOYEE ENGAGEMENT

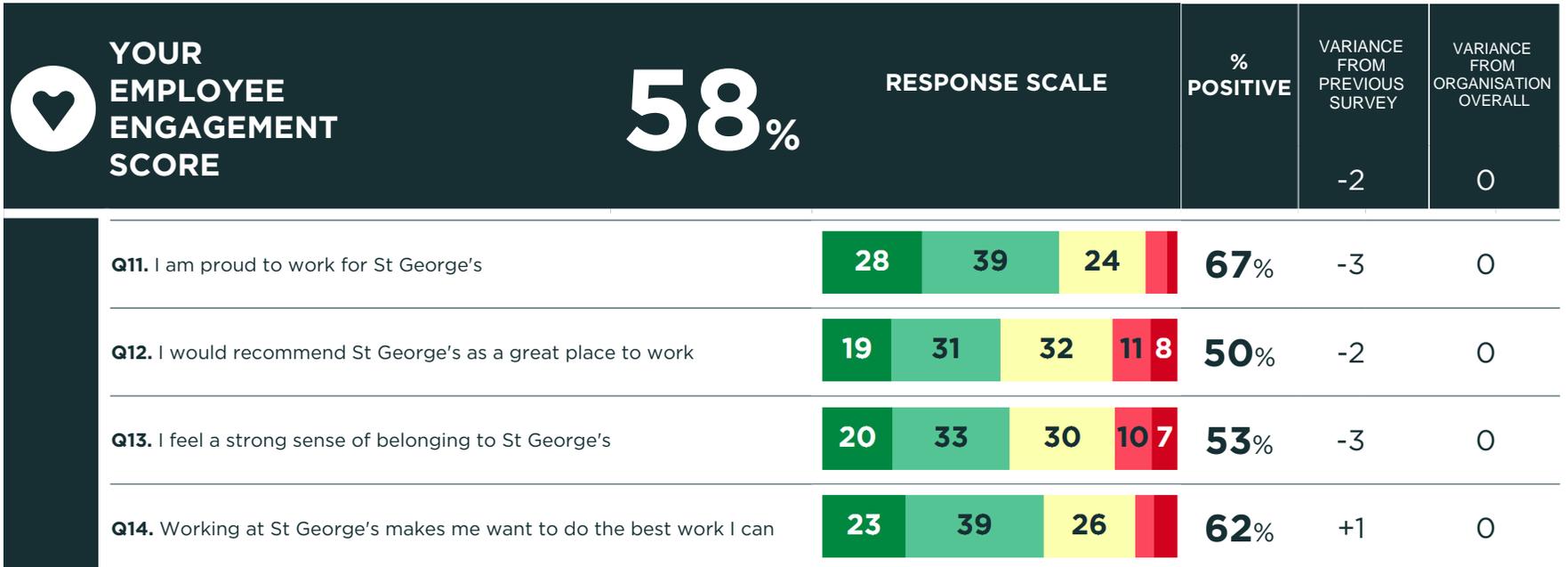


HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.



KEY

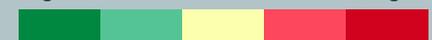


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

QUESTIONS	52%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q1. I am kept well informed about what the University is planning and doing	10	48	23	12			58%	-3	0
Q2. I feel I can speak up and challenge how things are done in the organisation	9	29	31	20	11		38%	+2	0
Q3. I believe the organisation values ambition and expects accountability	10	39	22	18	11		49%	-1	0
Q4. I believe I am valued for what I can offer the organisation	13	36	22	14	15		49%	-1	0
Q5. I think my organisation respects individual differences (e.g. cultures, working styles, background, perspectives)	27	46	14				72%	-4	0
Q6. I receive regular and constructive feedback on my performance	12	33	23	19	14		45%	-2	0
Q7. I have fair access to training and development	16	45	21	11	7		61%	+2	0

KEY

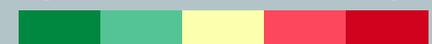


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IS THERE ROOM FOR IMPROVEMENT?

QUESTIONS	52%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q8. I feel I receive support from the organisation to progress my career	11	24	30	21	15		35%	-6 ↓	0
Q9. I believe there is a clear vision for the future of the organisation	10	36	32	13	10		46%	-7 ↓	0
Q10. I believe leaders at St George's lead by example	10	30	36	14	10		40%	-3	0
Q11. I am proud to work for St George's	28	39	24				67%	-3	0
Q12. I would recommend St George's as a great place to work	19	31	32	11	8		50%	-2	0
Q13. I feel a strong sense of belonging to St George's	20	33	30	10	7		53%	-3	0
Q14. Working at St George's makes me want to do the best work I can	23	39	26				62%	+1	0

KEY

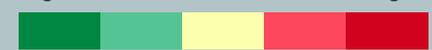


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GUIDE TO THIS REPORT

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

ANONYMITY

IT IS ORC INTERNATIONAL'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN 10 WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR GROUP AND THE ORGANISATION OVERALL.