

Key Questions

Key Driver Analysis looks at the factors driving or having the greatest impact on overall employee engagement. The analysis enables organisations to develop strategies for improving employee engagement, with a focus on the most relevant themes.

Top 10 questions most strongly correlated with EE score	% Agreement	Trend 2016	ORC Benchmark
12. I feel valued at work	68%	n/a	55%
38. I am proud to work for my service	84%	n/a	n/a
29. Good performance is recognised and appreciated in my team	70%	n/a	n/a
24. I am treated with fairness and respect at work	84%	80%	77%
40. Employee wellbeing is promoted at work	68%	63%	n/a
37. I am motivated and inspired to contribute to the priorities of my service	76%	n/a	n/a
9. My job makes good use of my strengths	78%	n/a	74%
5. I have the opportunity to contribute my views before changes are made that affect my job	55%	50%	46%
13. I am given responsibility to make my own decisions at work	77%	n/a	n/a
22. My immediate manager manages change effectively	75%	70%	n/a

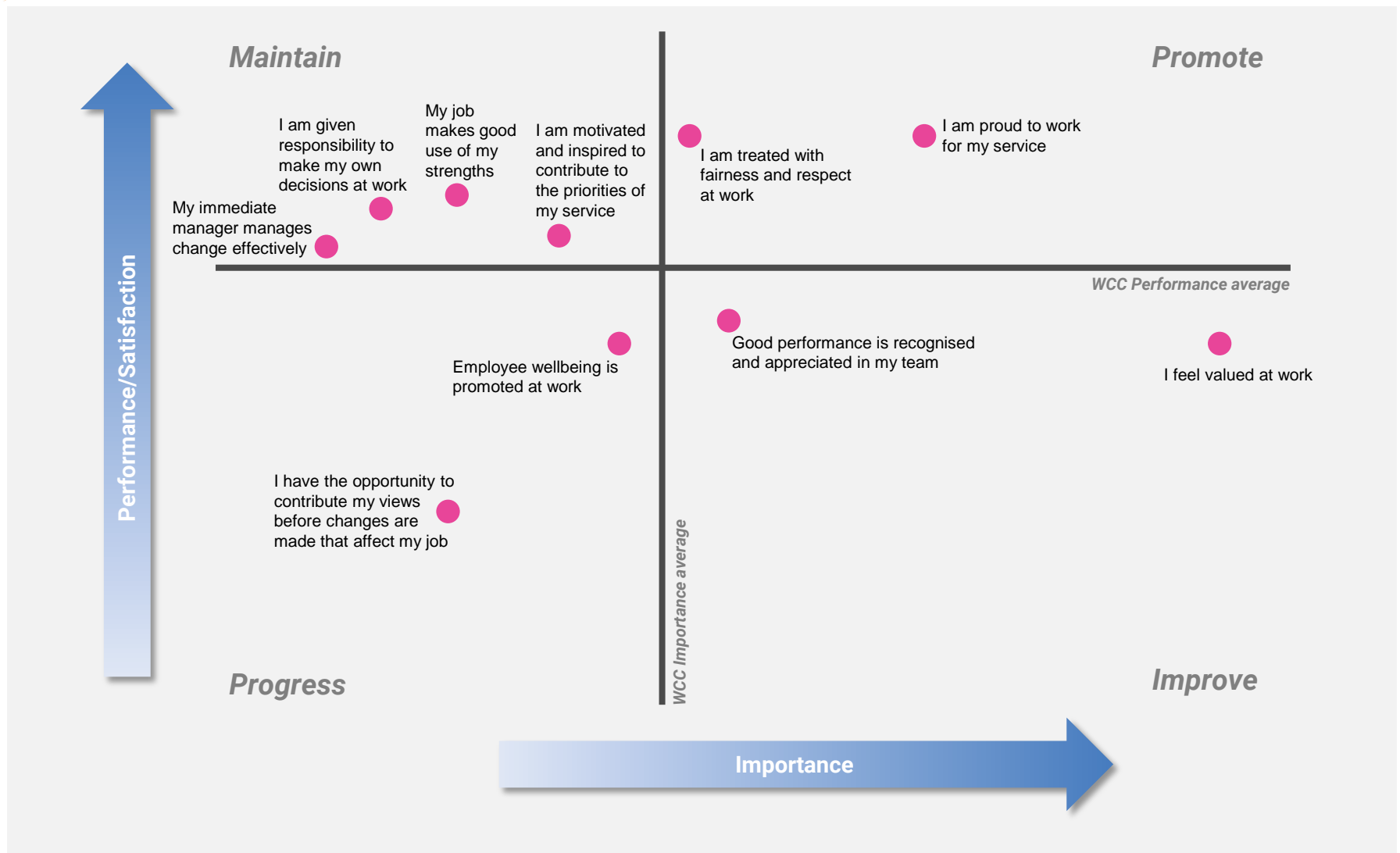
Quadrant Plot

Items falling within the top right quadrant are key strengths – areas which have a stronger impact on employee engagement and where the organisation already scores highly. These are areas to promote and seek improvement where possible.

Items in the bottom right quadrant are the critical improvement areas – those areas which are most strongly correlated with employee engagement but where the organisation is scoring less well. These areas should be the focus for action planning as improvements in these areas will have a positive impact on employee engagement.

On the left hand side of the chart are the themes which have less of an impact on employee engagement than those on the right. However, they are still items in the top 10 areas which impact on employee engagement so should be seen as areas to either maintain (top left quadrant) or progress.

Your Say 2018 Key Driver Analysis



Performance = % Agreement score

Importance = Degree to which factor correlates with engagement score

