

Autumn 2012 survey report for:



Wales Office  
Swyddfa Cymru

Returns 42

Response Rate 93%

## Your engagement index

50%

The three elements of the engagement and their component questions are:

Say: speaks positively of the organisation...	% positive	% neutral	% negative
I am proud when I tell others that I am part of the office	55%	19%	26%
I would recommend the office as a great place to work	33%	33%	34%
<b>Stay: emotionally attached and committed to the organisation...</b>			
I feel a strong personal attachment to the office	29%	39%	32%
<b>Strive: motivated to do the best for the organisation....</b>			
The Office inspires me to do the best in my job	39%	32%	29%
The Office motivates me to help it achieve its objectives	32%	34%	34%

## Drivers of engagement

Employee engagement is shaped by experiences at work, as measured by nine themes in the survey. The table below shows how you performed on each of these themes, ranked by the strength of association with engagement. The themes which have the strongest association with engagement should be the focus for action.

	Strength of association with Engagement (E)	Theme score % positive
Leadership and managing change (L&MC)	4/4	44%
My work (MW)	3/4	66%
My line manager (LM)	3/4	60%
Resources and Workload(R&W)	2/4	70%
Learning and Development (L&D)	2/4	43%
Organisational objectives and purpose (OO&P)	0/4	88%
My team (MT)	0/4	73%
Inclusion and fair treatment (I&FT)	0/4	64%
Pay and Benefits (P&B)	0/4	48%

- **Top positive scores**

Question	Theme	+ve %
I have the skills I need to do my job effectively	R&W	90
I have a clear understanding of the Office's purpose	OO&P	90
I understand how my work contributes to the Office's objectives	OO&P	88
I have a clear understanding of the office's objectives	OO&P	86
The people in my team can be relied upon to help when things get difficult in my job	MT	81

- **Top positive scores equal to or above High Performing Units (HPU)**

*The HPU is the upper quartile score (i.e. the top 25%) across all units from all organisations that have taken part in the 2012 Civil Service People Survey.*

Question	Theme	Difference from HPU	+ve %
I feel that my pay adequately reflects my performance	P&B	+15	52
Compared to people doing a similar job in other organisations I feel my pay is reasonable	P&B	+12	45
Senior managers in the Office are sufficiently visible	L&MC	+9	63
When changes are made in the office they are usually for the better	L&MC	+8	35
I have the opportunity to contribute my views before decisions are made that affect me	L&MC	+7	45

- **Lowest positive scores**

Question	Theme	+ve %
I feel a strong personal attachment to the office	E	29
The office motivates me to help it achieve its objectives	E	32
I would recommend the Office as a great place to work	E	33
Where I work, I think effective action has been taken on the results of the last survey	E	34
I feel that change is managed well in the Wales Office	L&MC	35

- **Scores showing greatest decline on comparable data from previous survey**

Question	Theme	Difference from 2011	+ve %
I receive regular feedback on my performance	LM	-22	50
I think that my performance is evaluated fairly	LM	-15	48
I think that the Office respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	I&FT	-14	55
My manager recognises when I have done my job well	LM	-12	64
The feedback I receive helps me to improve my performance	LM	-12	55