



## Guide to the report

The staff survey results are now in. The report, produced by ORC International, is set out in a 'dashboard' format. This guide should help you understand the format and content of the dashboard.

## Employee Engagement Score

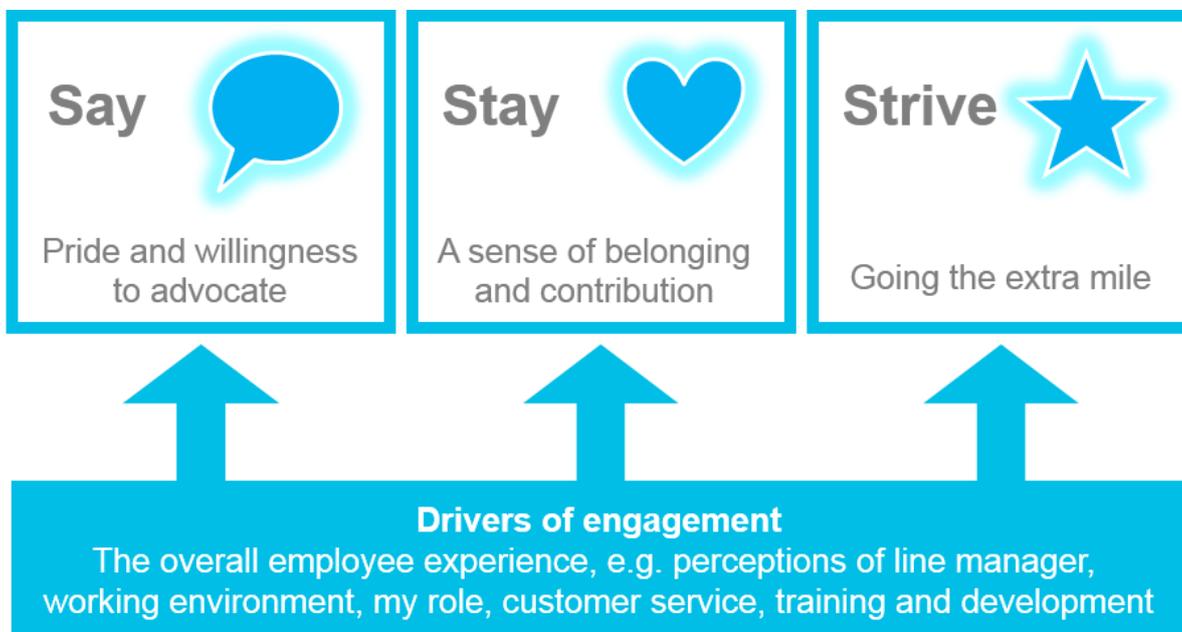
Employee Engagement is an indicator of how connected staff are to the University. As a concept, engagement draws on job satisfaction and commitment, but goes further. It looks at the extent to which employees are motivated, inspired and enabled to improve business results.

ORC International defines an engaged employee as one who “says, stays and strives”.

“Say” – employees are positive advocates of the company.

“Stay” – employees are committed to the company and want to stay as an employee.

“Strive” – employees are willing to put in discretionary effort to excel in their job and help their company succeed.



## Comparison to the Benchmark

Results are compared to 20 universities who ORC has worked with to carry out employee engagement surveys. The external benchmark data is the average % positive score achieved from recent surveys of the benchmark group.

## Top 3 Scores

The report shows the top 3 highest scoring questions compared to the benchmark group, and the top 3 highest scoring questions for the University.

## **Headline Scores**

ORC International has identified the five highest positive, neutral and negative scoring questions for the University and set them out in Red, Amber, Green - 'RAG' format.

## **All results**

The main body of the report gives the scores for all the questions in the survey, grouped under the relevant themes e.g. 'My Job'. The % positive score given is calculated by adding together positive responses ("Strongly Agree + "Agree") and dividing by the number of respondents who answered the question.

Two free text questions were asked in the survey, "If I could recommend one improvement to make at Manchester Metropolitan it would be....." and "If I could recommend one improvement to further promote equality at Manchester Metropolitan it would be...". ORC has identified the most frequently mentioned themes for both questions and have shown these in the final charts of the report.

## **Anonymity**

ORC does not display results where the anonymity of individuals may be compromised.