



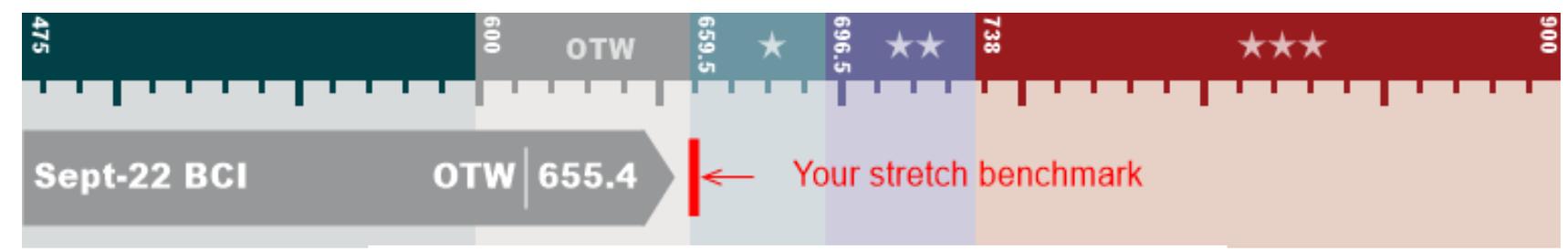
Institutional Level Results - Overview

December 2022



Survey Results - Institution

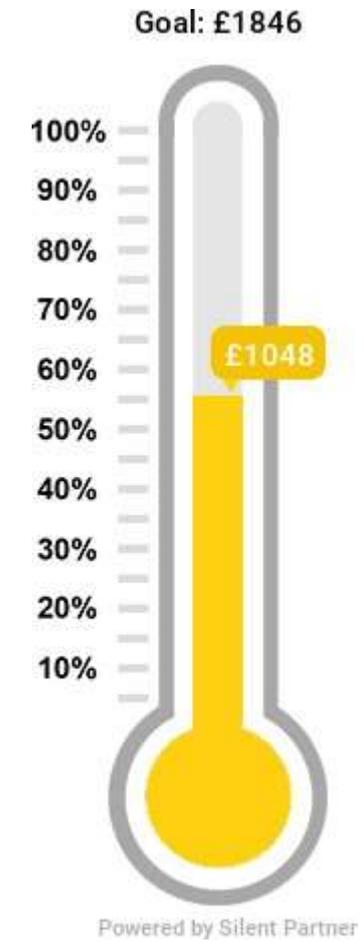
Survey	No. of Responses
University of Bolton Sept-22	56.77% (524/923)



A One to Watch status is achieved with a BCI score of over 600, and represents 'Good' levels of Workplace Engagement



A 1 Star Accreditation is achieved with a BCI score of over 659.5, and represents 'Very Good' levels of Workplace Engagement



Summary Guide to Interpreting the Data



Background

- Likert scale for each question in the survey - 1 Strongly negative to 7 Strongly positive.
- Average score of 4 and above deemed positive
- University of Bolton level results compared to 'stretch' next category of accreditation – i.e. One Star / Very Good employer to work for

Comparison with 1 Star Entry Level (slide number 7)

- Horizontal axis - Best Companies 8 factors of employee engagement
- Vertical axis - average rating
- Percentages quoted represents the percentage difference between the average rating at the University vs a 1 Star entry

Heat Maps (slide number 8 to 19)

- Question asked to the left
- Average rating to the right – an average rating of 4 and above is deemed positive (including negatively worded questions).
- Shows how the majority responded and the spread of the responses – provides an idea of how many respondents responded at each point on the scale.

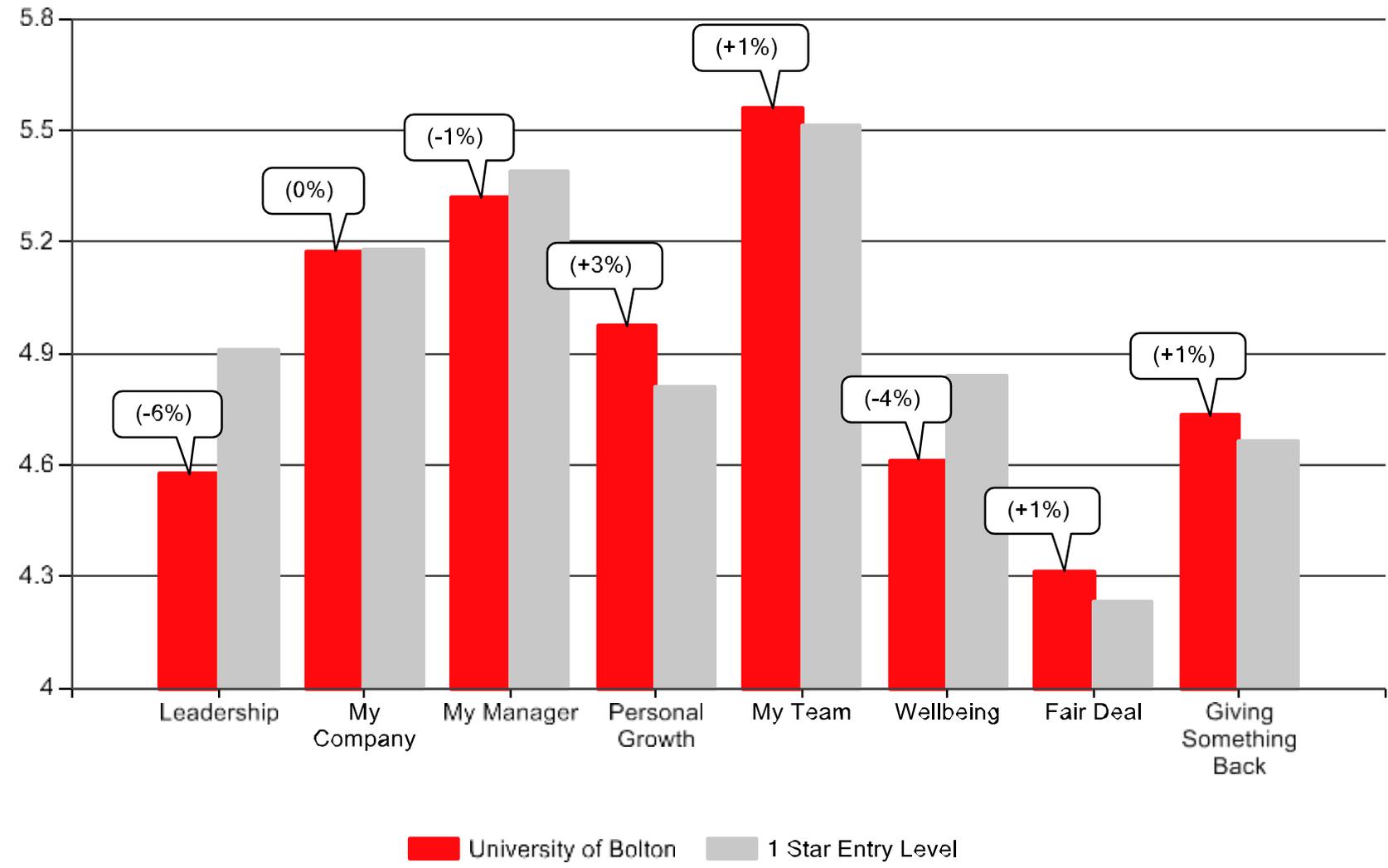
Bespoke Questions (slide number 21 and 22)

- Results for the University of Bolton developed questions
 - Questions asked to the left
 - Horizontal axis – average rating
 - Average score of 4 and above is deemed positive
-



University 8 Factor Statements

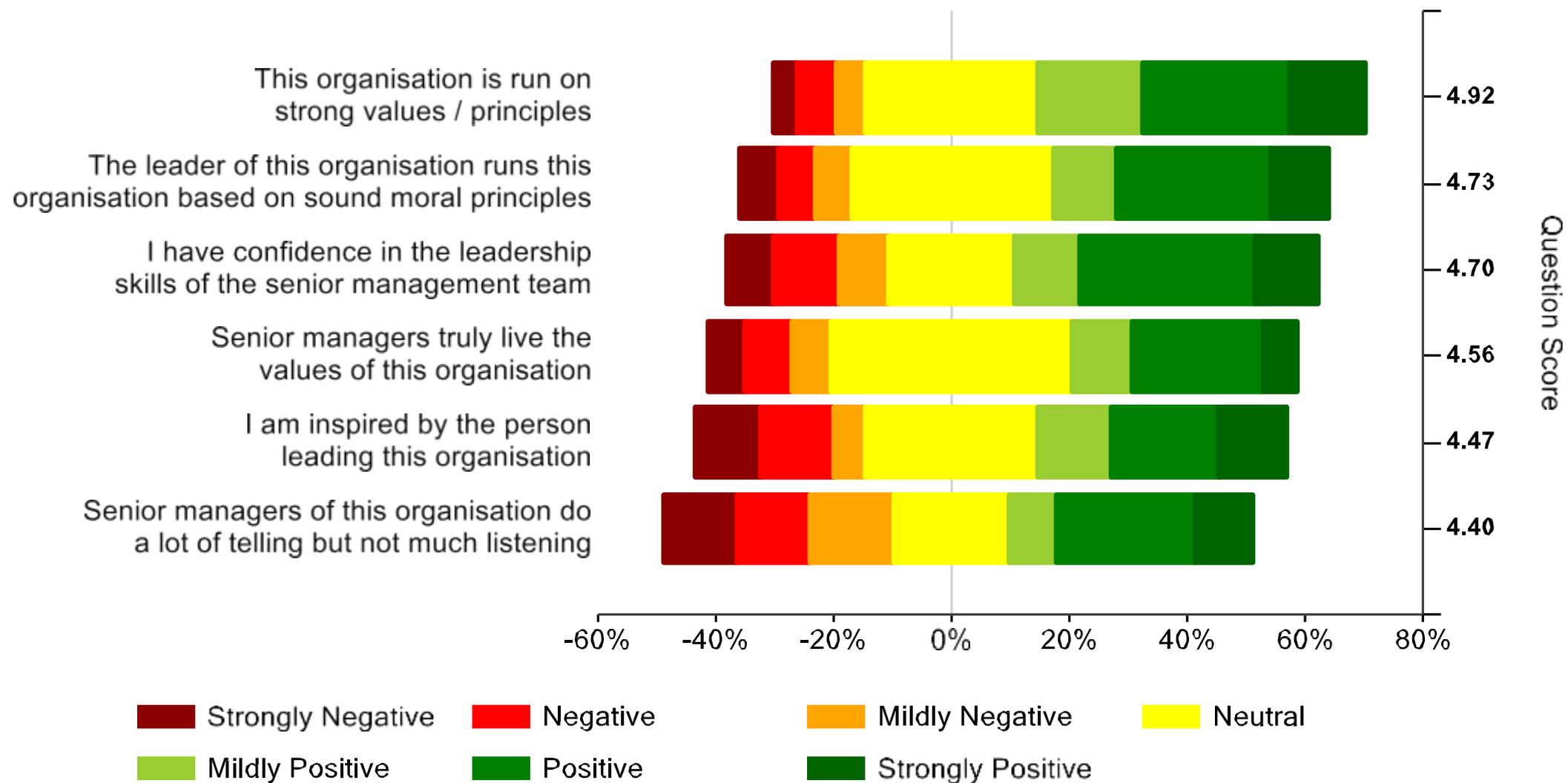
University of Bolton - Comparison with 1 Star Entry Level (stretch and challenge target)





best companies™

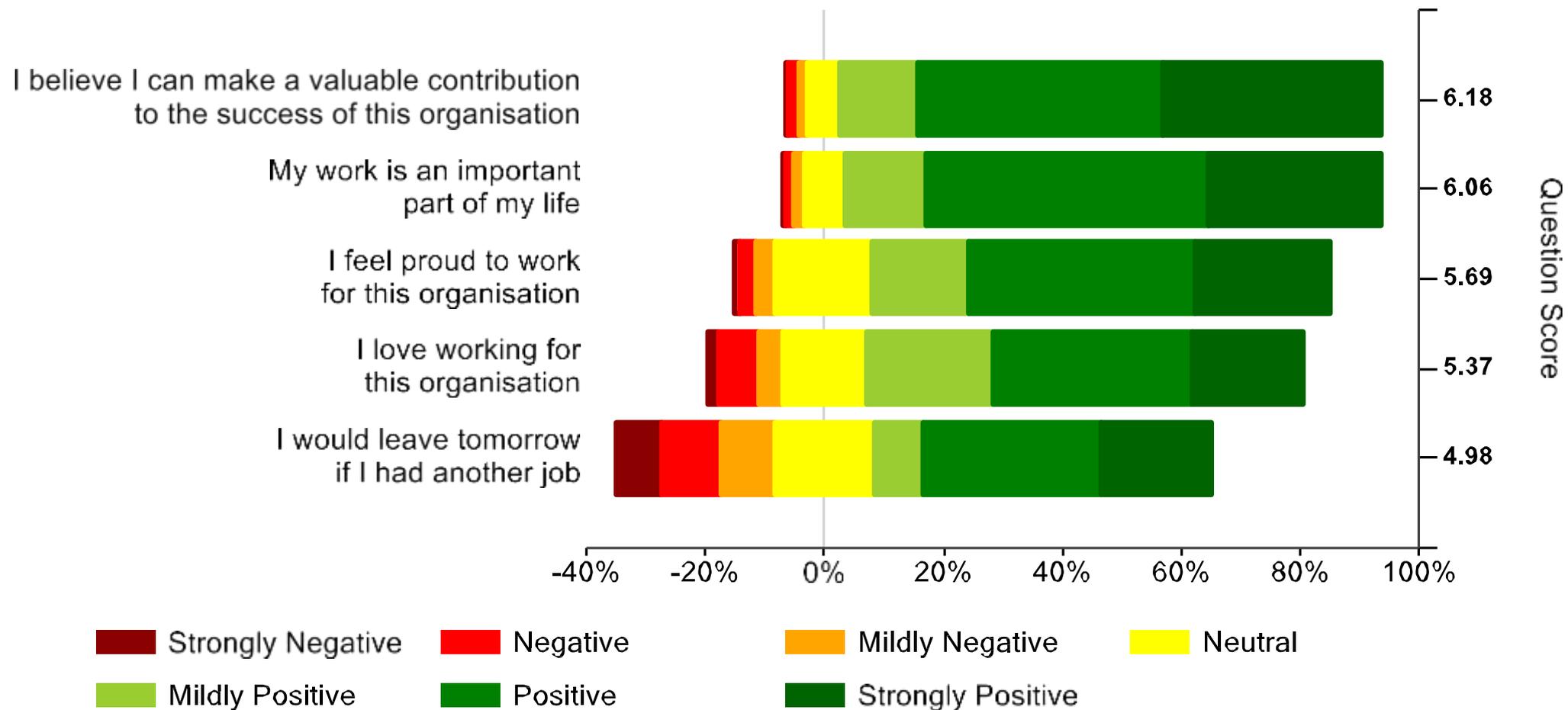
Leadership Heatmap



* Responses available on heatmap are from all job grades combined



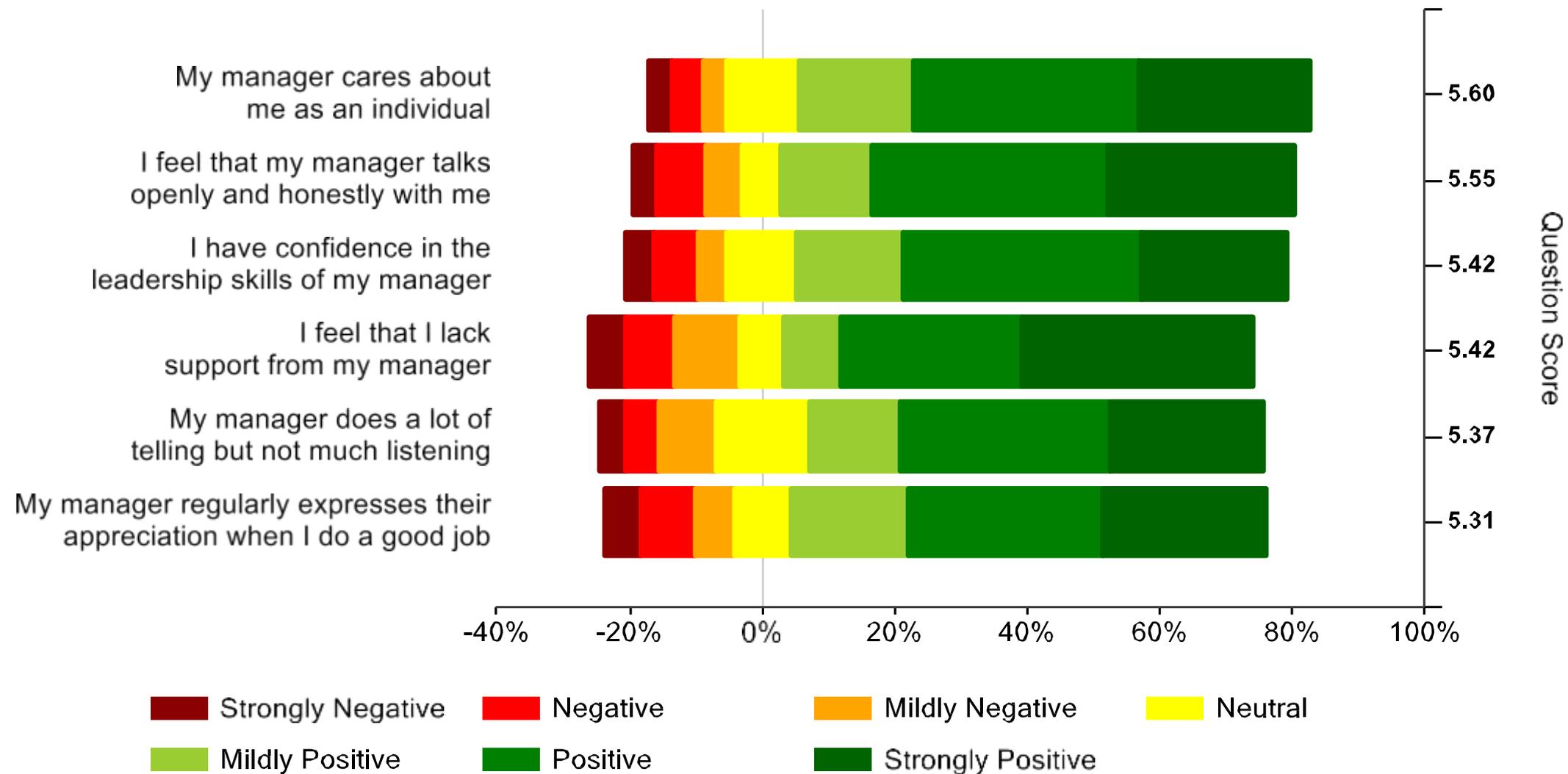
My Company Heatmap



* Responses available on heatmap are from all job grades combined



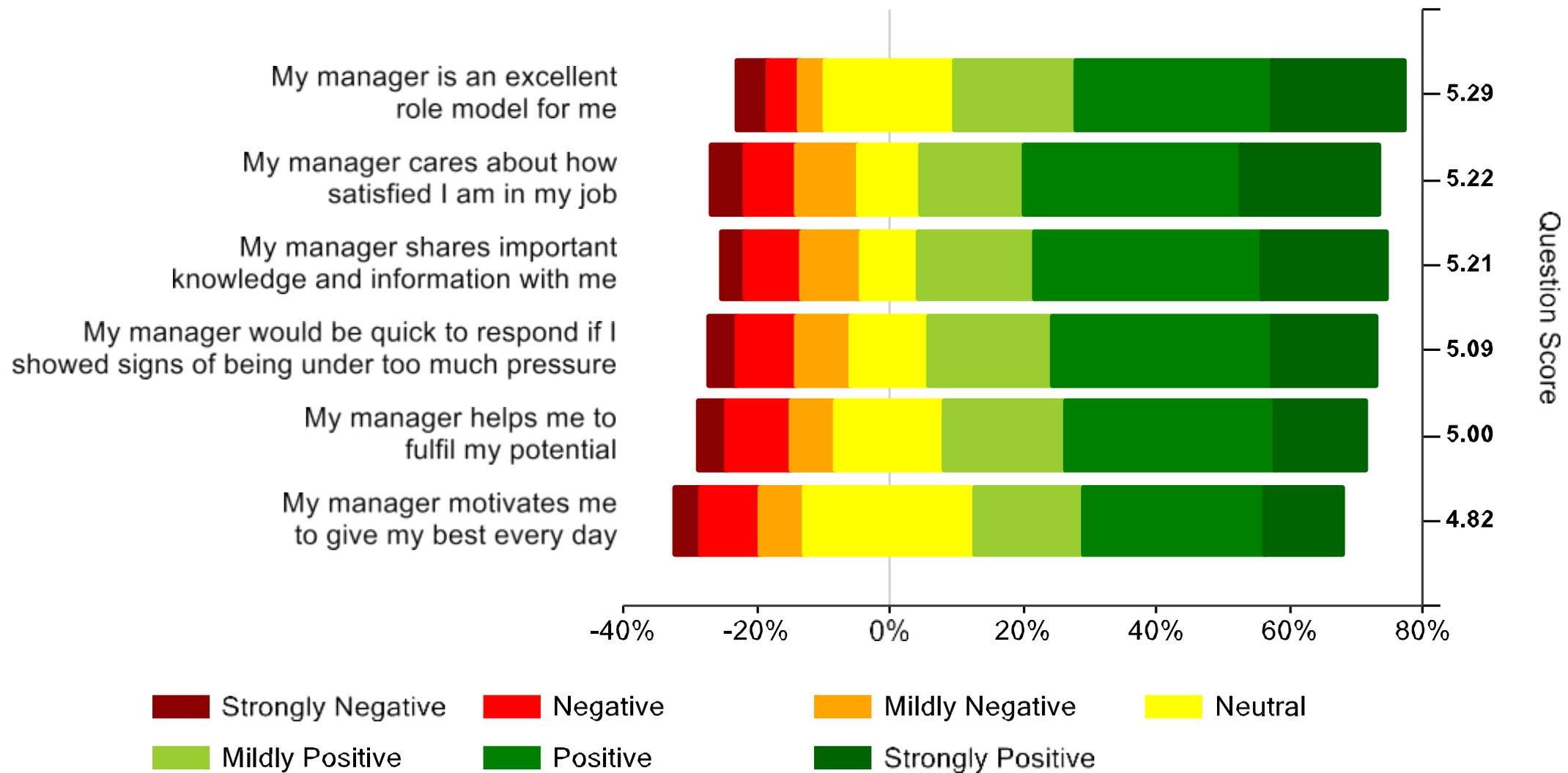
My Manager Heatmap (1 of 2)



* Responses available on heatmap are from all job grades combined



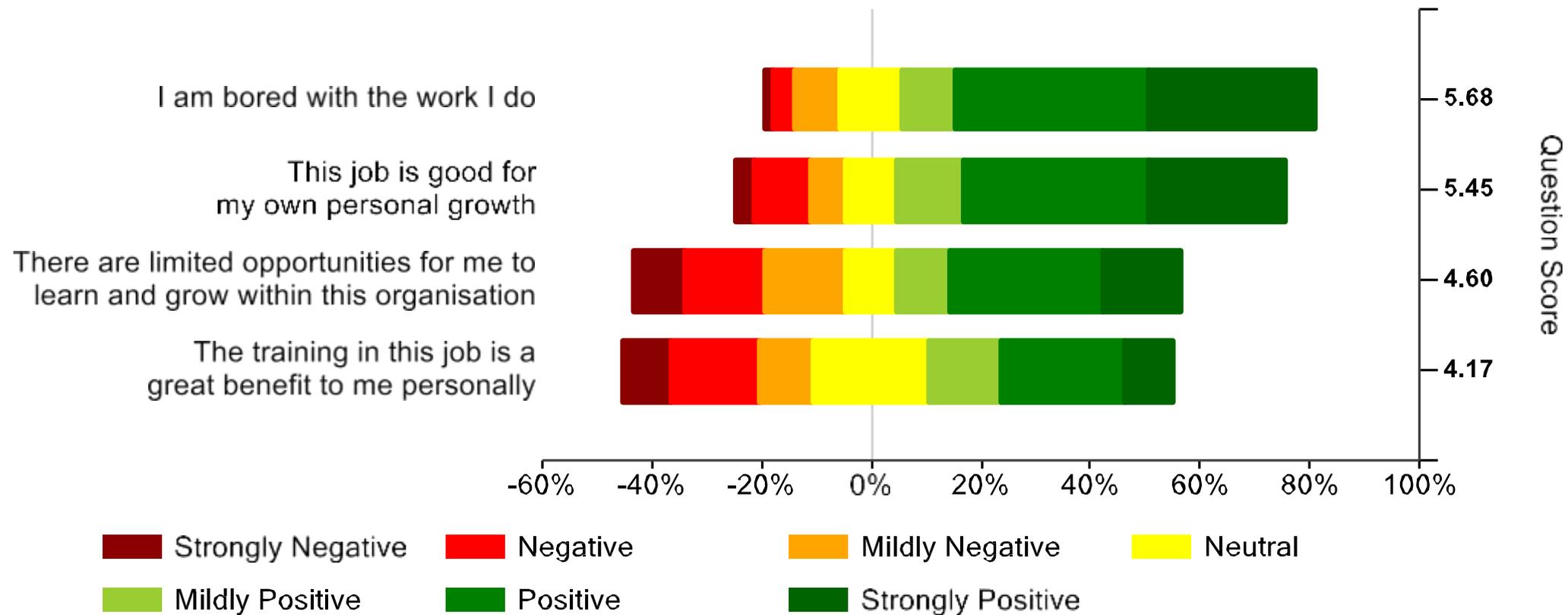
My Manager Heatmap (2 of 2)



* Responses available on heatmap are from all job grades combined



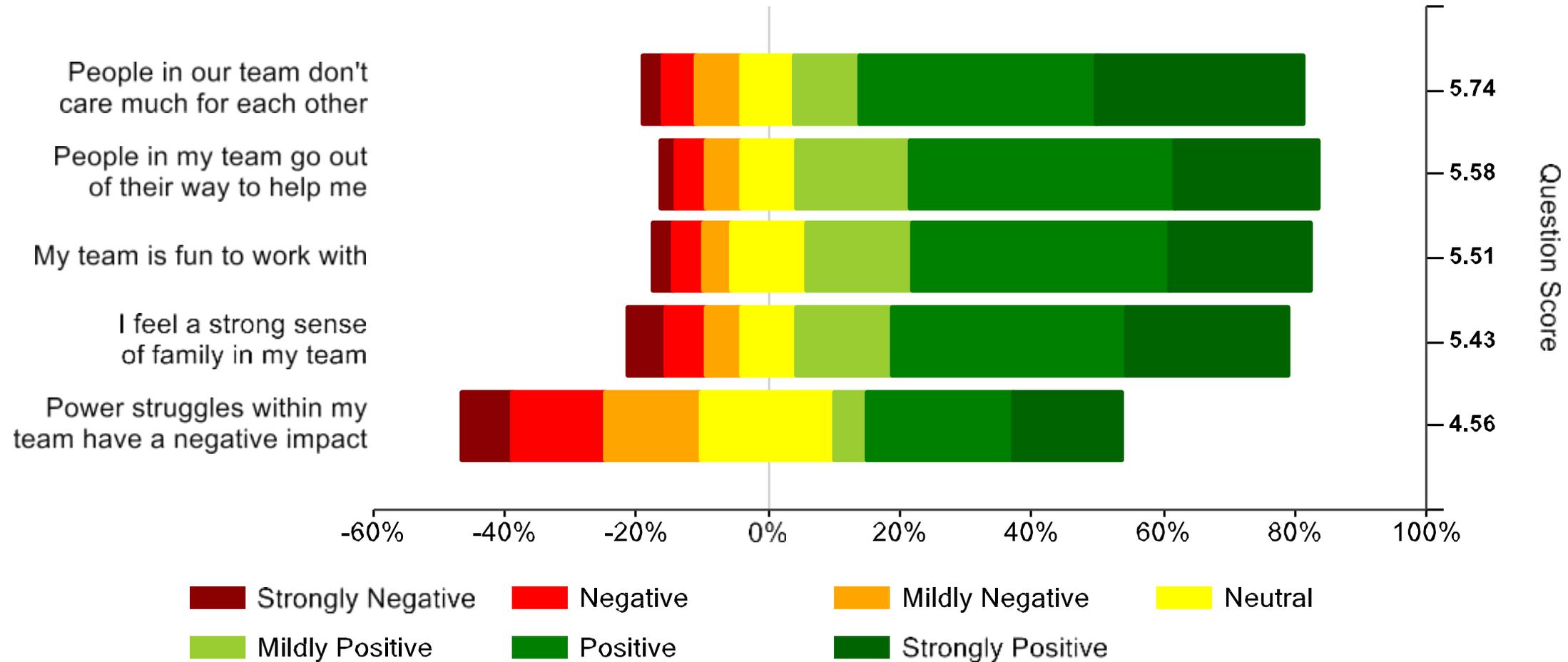
Personal Growth Heatmap



* Responses available on heatmap are from all job grades combined



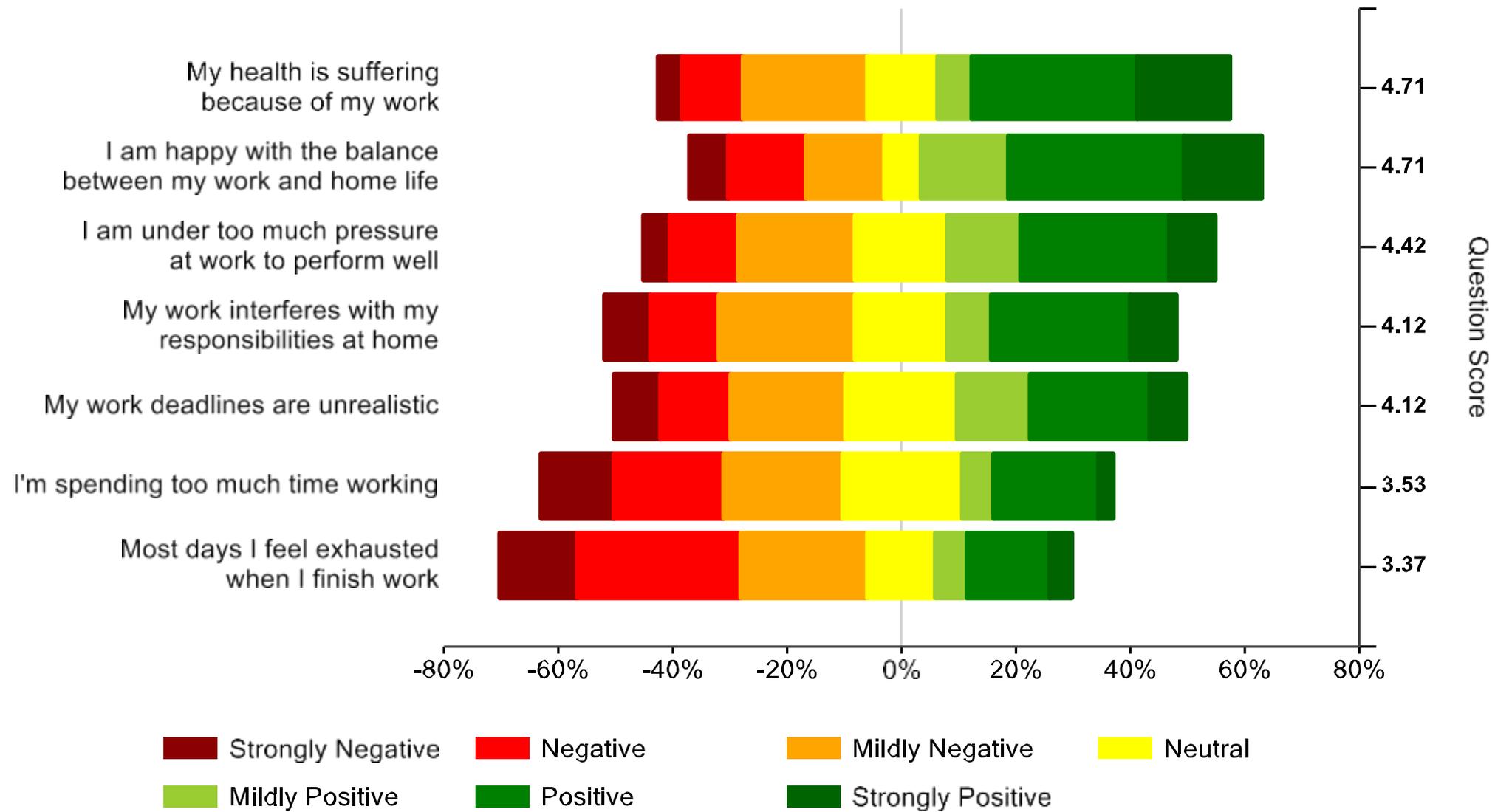
My Team Heatmap



* Responses available on heatmap are from all job grades combined



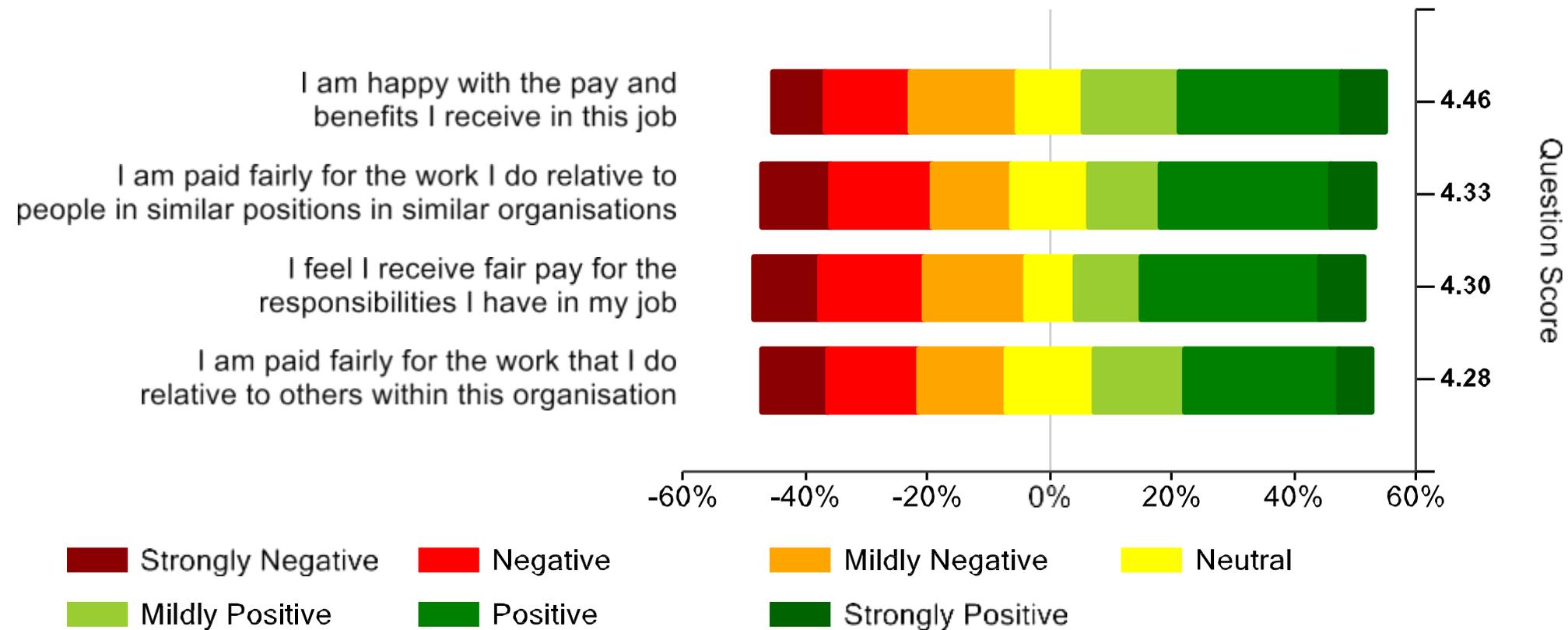
Wellbeing Heatmap



* Responses available on heatmap are from all job grades combined



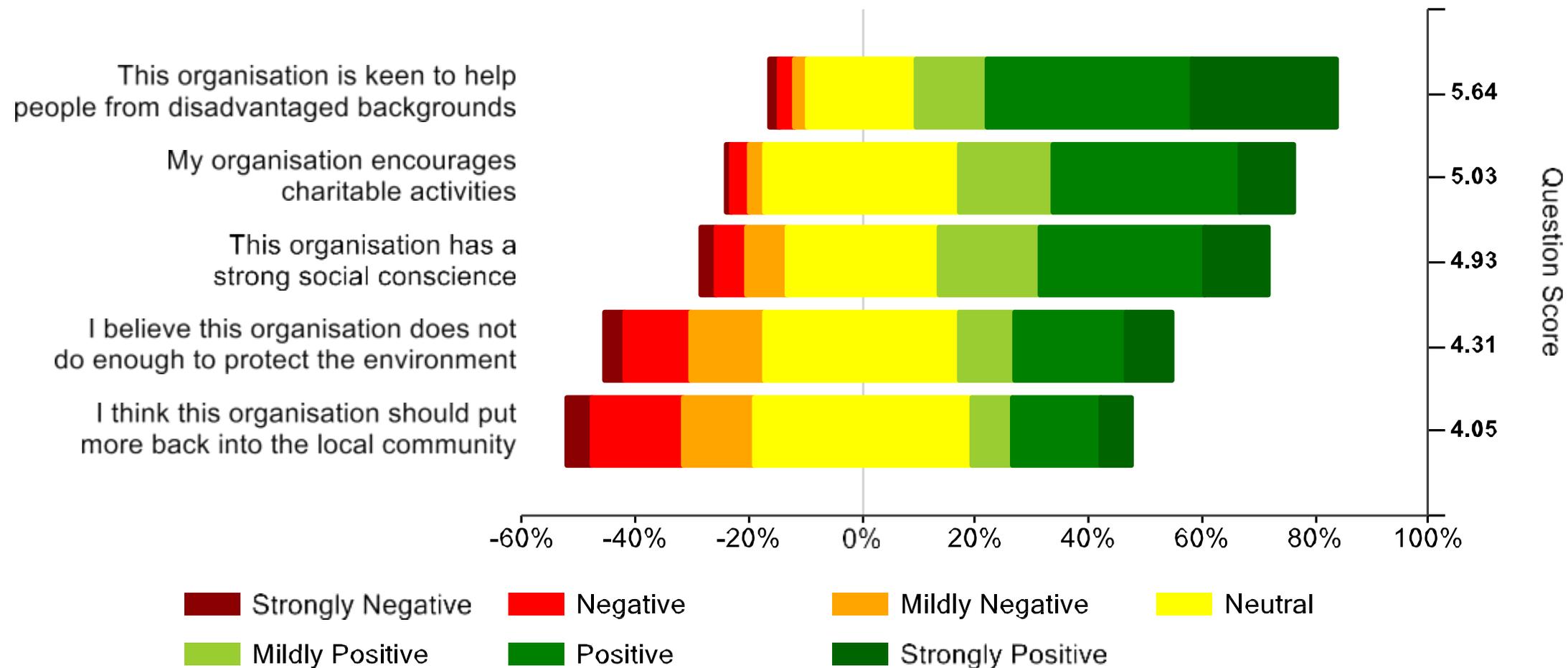
Fair Deal Heatmap



* Responses available on heatmap are from all job grades combined



Giving Something Back Heatmap



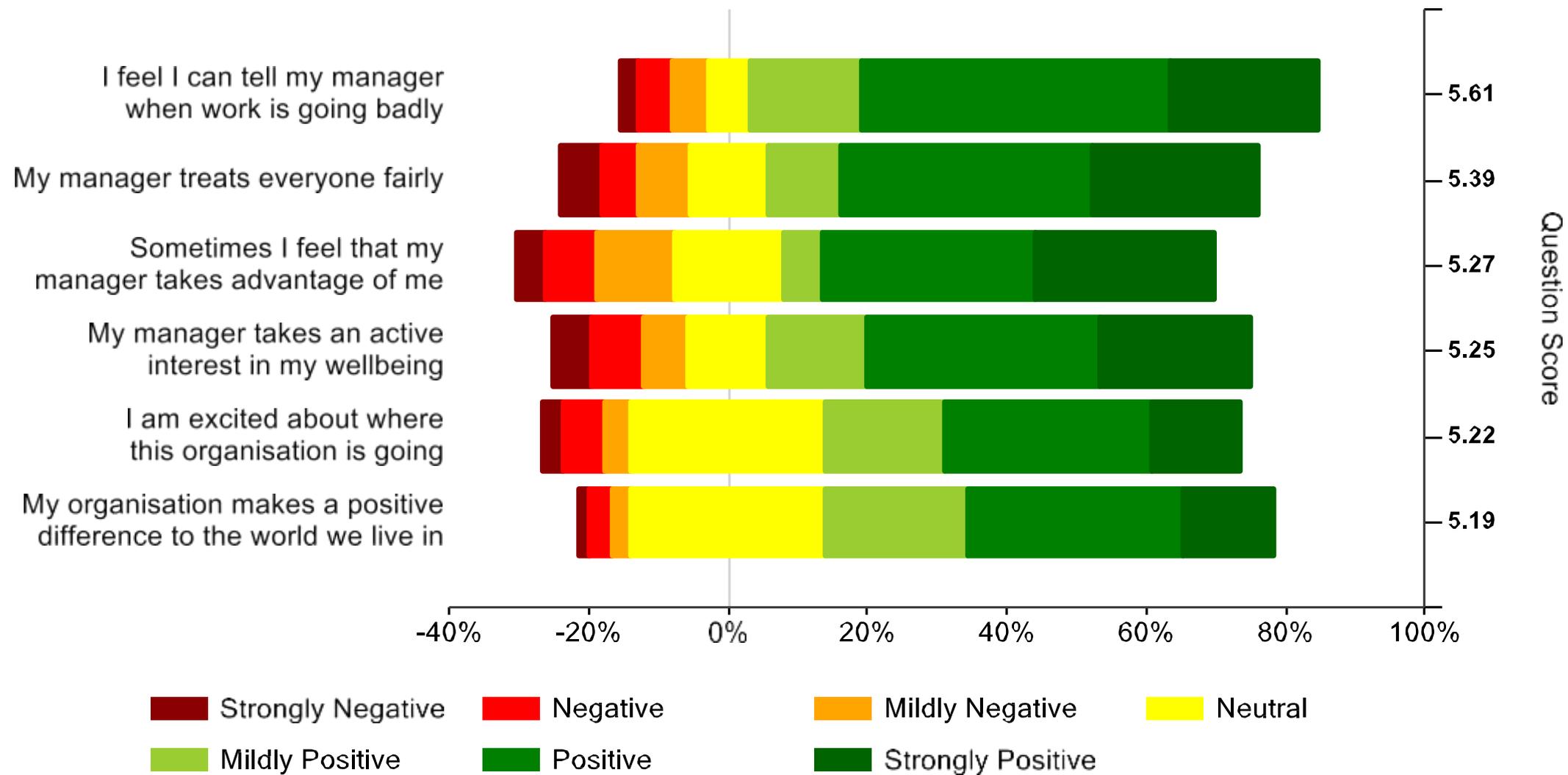
* Responses available on heatmap are from all job grades combined



University Feedback Questions



Feedback Heatmap (1 of 2)

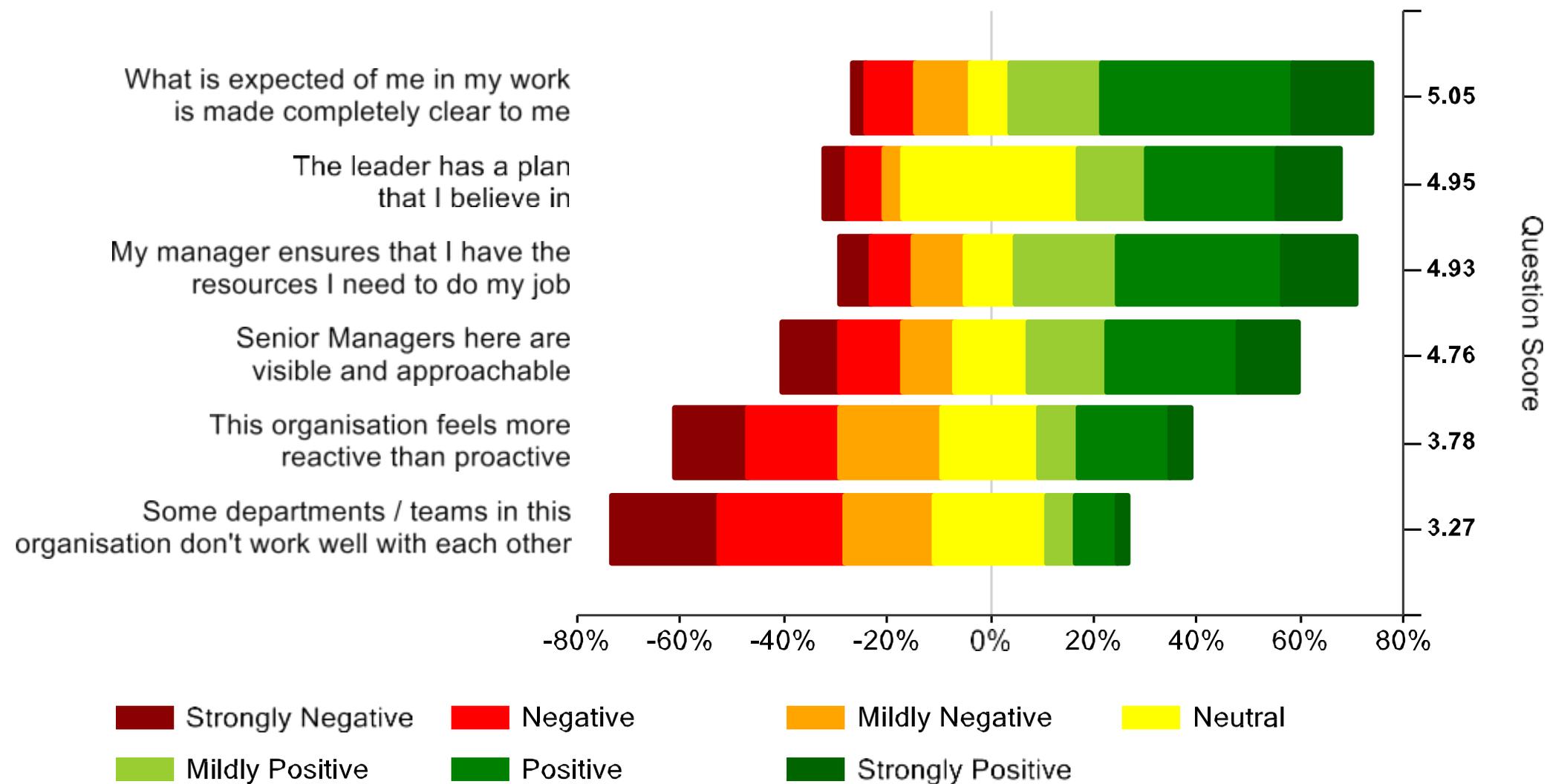


* Responses available on heatmap are from all job grades combined



best companies™

Feedback Heatmap (2 of 2)



* Responses available on heatmap are from all job grades combined



University Bespoke Questions

University of Bolton



University of Bolton

