

Third of employees believe that Snr Mgt provide effective leadership

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Just a third of UK employees believe that senior management in their organisation provides effective leadership. This is one of the findings contained within the 2005 edition of "Putting it in Perspective", an annual report produced by employee research consultancy ORC International, which reviews trends in UK employee opinion over time and by industry. The publication is based on information derived from ORC Perspectives - one of the UK's largest employee survey benchmarking databases representing the opinions of some 1.4 million employees.

Further interesting findings related to leadership issues are:

Less than half of UK employees (44%) believe they have the opportunity to contribute their views before changes are made which affect their job.

Approximately a third (35%) of employees agree that change is managed effectively in their organisation.

Only one in four employees believe that senior managers are sufficiently visible.

A disappointing 39% agree that senior management are open and honest in their communication with staff.

And less than a fifth (23%) - the lowest score - feel senior managers are aware of the issues they face on a day-to-day basis.

Commenting on the results, Kate Pritchard, ORC International's employee research manager said: "Considering the known relationship between leadership and employee engagement, employers should be disturbed by some of these statistics. The reason that inspired leadership produces positive results is that it contributes directly to fulfilling employees' needs such as being listened to and feeling involved. A business where only senior managers are allowed to have 'ideas' is unlikely to achieve great employee engagement. In contrast, an organisation which has an open and communicative management style, where employees feel able to voice their opinions, is much more likely to build an engaged workforce".

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