

## UKZN Employee Engagement Survey Results: Description of the elements measured

The table below contains a description of the various elements that were measured in the UKZN Employee Engagement survey.

Element	Description
<b>General engagement</b>	The extent to which employees feel a positive emotional attachment to their job, colleagues and organization that influences their willingness to learn and perform at work.
<b>Motivation</b>	The extent to which employees feel motivated to perform their job and are prepared to do over and above what is expected.
<b>Satisfaction</b>	The extent to which employees enjoy their job and feel that it is meaningful, fulfilling, challenging and rewarding.
<b>Efficiency</b>	The extent to which employees believe that performance excellence is constantly and consistently pursued and that they have the necessary resources and skills to do their job.
<b>Participation, Influence and Openness</b>	The extent to which employees feel encouraged to contribute and participate freely in decision making to inform results.
<b>Diversity management</b>	The extent to which employees believe that cultural diversity is visible, promoted, supported and valued.
<b>Rewards and recognition</b>	The extent to which employees feel satisfied with the rewards and recognition that they receive for their performance.