

UKRI People Survey 2022: AHRC report

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1. Background and methodology



Background and methodology

The UKRI People Survey was made available to all colleagues across UKRI via the following methods:

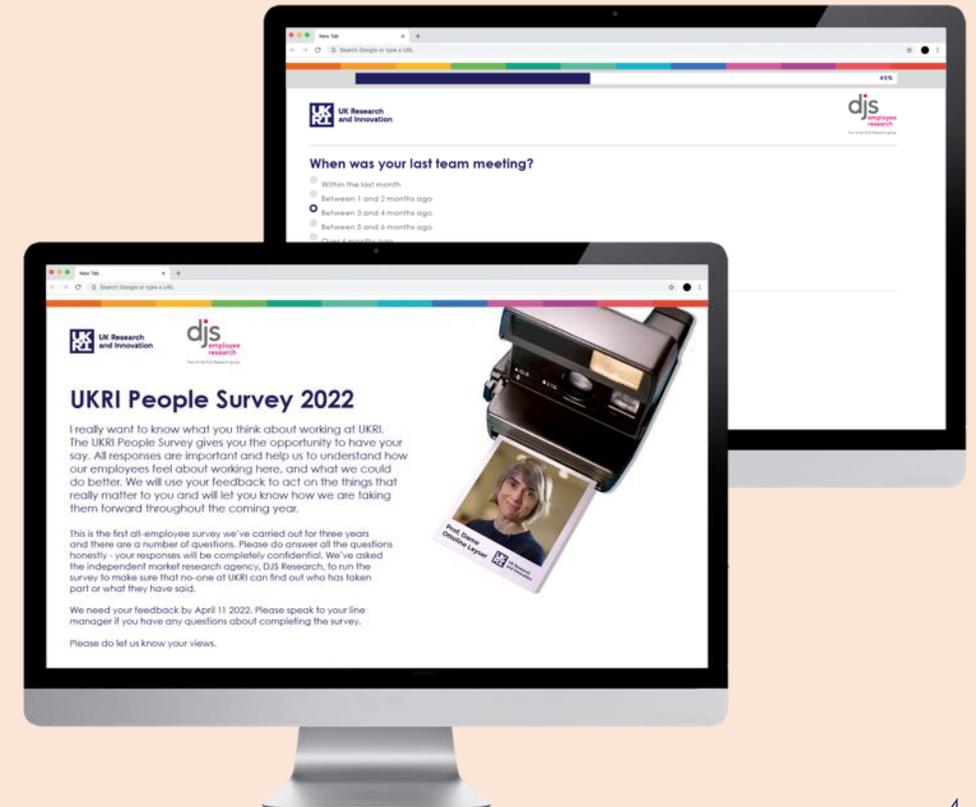
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

The survey was live between **7** and **29 April 2022**.

This report provides a summary of the results for **AHRC**, with comparisons to the UKRI average.

The survey questions were designed in close consultation with colleagues across UKRI through focus groups and a user-testing pilot. The survey explored topics such as:

- Engagement
- Line management and senior leadership
- Learning and development
- Performance management
- Organisational objectives and purpose
- Team working
- Pay and benefits
- Resources and workload
- Inclusion and fair treatment, discrimination, bullying and harassment
- Wellbeing



A guide to this report

Rounding

Results are presented as whole numbers for ease of reading and interpretation. Rounding is performed at the last stage of calculation for maximum accuracy. Therefore, where results are presented as % (percent) positive, % (percent) neutral or % (percent) negative, there may be instances where the results do not total 100 percent.

% (percent) positive

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses (e.g. “strongly agree + agree”) and dividing by the number of respondents who answered the question.

Confidentiality

It is DJS Research’s practice not to present the results of groups to the extent where the confidentiality of individuals may be compromised. Results for teams or departments where **less than 10 responses** have been received will not be presented in the reports. However, their data will still contribute to the scores for their council/area and the organisation overall.

Council/area labelling

Some questions within the survey asked colleagues to consider their council or area specifically and not UKRI as a whole. Throughout this report, where we show the term **[council/area]**, this indicates where a question was asked of a person’s council or area and not UKRI as a whole.

2. Headline findings



Average scores per survey theme (1)

Engagement with UKRI	Engagement with [council/area]	My work	Organisational objectives and purpose	My manager
62% Difference to UKRI +3%	68% Difference to UKRI 0%	67% Difference to UKRI -7%	65% Difference to UKRI +3%	75% Difference to UKRI +1%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
71% Difference to UKRI 0%	83% Difference to UKRI +2%	52% Difference to UKRI -3%	52% Difference to UKRI +12%	60% Difference to UKRI -6%

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

Average scores per survey theme (2)

Inclusion and fair treatment 71% Difference to UKRI -2%	Wellbeing 69% Difference to UKRI +1%	Senior leadership within UKRI 58% Difference to UKRI +1%	Senior leadership within [council/area] 63% Difference to UKRI +1%
Managing change 49% Difference to UKRI -1%	Organisational culture 70% Difference to UKRI -4%	Experienced discrimination 6% Difference to UKRI +1%	Experienced bullying or harassment 7% Difference to UKRI 0%

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

Comparisons to the UKRI average

Response rate: 70%

No. of responses: 81 of 115

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I am satisfied with the total benefits package	56%	+20 ↑
The Senior Leadership Team in [council/area] are sufficiently visible	77%	+17 ↑
In general, how often do you discuss your personal wellbeing and/or work-related stress with your manager? (% at least monthly)	83%	+17 ↑
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	33%	+17 ↑
I have a clear understanding of UKRI's objectives	72%	+17 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I am able to access the right learning and development opportunities for my current role when I need to	43%	-19 ↓
I feel involved in the decisions that affect my work	42%	-19 ↓
Organisational processes support me to work efficiently	23%	-16 ↓
I can find the information I need to do my job effectively	51%	-16 ↓
I believe I would be supported if I try a new idea, even if it may not work	63%	-15 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions 	% (percent) positive (net agree)
My manager is considerate of my life outside work	96%
My manager trusts me to do my job effectively, even if I am not working from the same location as them	96%
I am treated with respect by the people I work with	93%
My manager is open to my ideas	90%
I am treated fairly at work	88%
I am trusted to carry out my job effectively	88%

Areas of concern: What are colleagues most negative about?

Most negatively scoring questions 	% (percent) negative (net disagree)
There are opportunities for promotion within my current role	52%
Organisational processes support me to work efficiently	52%
During the last 12 months, I have felt unwell as a result of work-related stress (% agree)	51%
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	43%
I feel that change is managed well in [council/area]	42%

Note: only agree/disagree scale questions asked to all colleagues are included in this analysis. Yes/no questions and agree/disagree scale questions not asked to all have been excluded to ensure consistent and like for like comparisons.

3. Employee engagement



Engagement with UKRI

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Engagement with UKRI index score*		62%	+3
I am proud when I tell others I am part of UKRI		80%	+16 ↑
I would recommend UKRI as a great place to work		78%	+16 ↑
I feel a strong personal attachment to UKRI		41%	+8 ↑
UKRI inspires me to do the best in my job		44%	+4

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

Engagement with AHRC

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Engagement with AHRC index score*		68%	0
I am proud when I tell others I am part of AHRC		86%	+5 ↑
I would recommend AHRC as a great place to work		72%	-1
I feel a strong personal attachment to AHRC		69%	+10 ↑
AHRC inspires me to do the best in my job		52%	-8 ↓

Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

4. Open text themes



What one change would improve your working life at UKRI?



Base: All respondents. Only showing responses of 2% and above. 2% Other, 0% Don't know, 42% No comment.

5. All questions by survey theme



My work

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
My work index score		67%	-7
I am interested in my work		86%	-6 ↓
I am sufficiently challenged by my work		68%	-14 ↓
My work gives me a sense of personal accomplishment		68%	-10 ↓
I feel involved in the decisions that affect my work		42%	-19 ↓
I am recognised for the way in which I approach my work, not just for what I contribute		52%	-11 ↓
I have a choice in deciding how I do my work		78%	-6 ↓

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Organisational objectives and purpose

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

				% (percent) positive	Difference to UKRI average (% point)	
Organisational objectives and purpose index score				65%	+3	
I have a clear understanding of UKRI's objectives	11%	60%	15%	11%	72%	+17 ↑
I understand how my work contributes to UKRI's objectives	12%	56%	19%	11%	68%	+10 ↑
UKRI motivates me to help it achieve its objectives	26%	36%	30%	6%	28%	+3
I have a clear understanding of AHRC's objectives*	23%	62%	12%		85%	+10 ↑
I understand how my work contributes to AHRC's objectives*	26%	54%	14%	6%	80%	+2
AHRC motivates me to help it achieve its objectives*	14%	37%	27%	20%	51%	+1

Base: All respondents (*excluding UKRI Corporate Hub). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My manager (1)



		% (percent) positive	Difference to UKRI average (% point)
My manager index score		75%	+1
My manager motivates me to be more effective in my job		72%	0
My manager is considerate of my life outside work		96%	+7 ▲
My manager is open to my ideas		90%	+2
My manager recognises when I have done my job well		83%	0
I receive regular feedback on my performance		60%	-4
My manager trusts me to do my job effectively, even if I am not working from the same location as them		96%	+3

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My manager (2)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
My manager index score		75%	+1
The feedback I receive helps me to improve my performance		63%	-5 ↓
I think that my performance is evaluated fairly		67%	-6 ↓
Poor performance is dealt with effectively in my team		40%	+1
The one-to-one conversations I have with my manager are helping me to achieve my full potential		65%	+1

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Performance management



		% (percent) at least monthly	Difference to UKRI average (% point)
In general, how often do you discuss the following with your manager?			
How well you're meeting your objectives		36%	-7 ↓
Your development needs and career goals		38%	+13 ↑
Your personal wellbeing and/or work-related stress		83%	+17 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Support for managers

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Support for managers index score		71%	0
I feel confident in supporting the health, safety and wellbeing of the people I manage		89%	-1
I feel confident in addressing poor performance in my team		59%	-6 ↓
I receive, or have access to, the training I need in order to be an effective manager		73%	+5 ↑

Base: All respondents who line manage or supervise others. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My team

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
My team index score		83%	+2
The people in my team can be relied upon to help when things get difficult in my job		84%	-3
The people in my team work together to find ways to improve the service we provide		84%	-1

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Learning and personal development

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Learning and personal development index score		52%	-3
I am able to access the right learning and development opportunities for my current role when I need to	<p>9% Strongly agree, 35% Agree, 27% Neither, 26% Disagree, 7% Strongly disagree</p>	43%	-19 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<p>7% Strongly agree, 38% Agree, 31% Neither, 20% Disagree, 4% Strongly disagree</p>	46%	-6 ↓
There are opportunities for me to develop in my career across UKRI	<p>12% Strongly agree, 32% Agree, 26% Neither, 22% Disagree, 7% Strongly disagree</p>	44%	+5 ↑
There are opportunities for promotion within my current role	<p>5% Strongly agree, 17% Agree, 26% Neither, 30% Disagree, 22% Strongly disagree</p>	22%	+1
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<p>7% Strongly agree, 35% Agree, 27% Neither, 22% Disagree, 9% Strongly disagree</p>	42%	-1
I think my current job makes the most of my skills and strengths	<p>6% Strongly agree, 37% Agree, 25% Neither, 25% Disagree, 7% Strongly disagree</p>	43%	-13 ↓

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Pay and benefits

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Pay and benefits index score		52%	+12
I feel that my pay adequately reflects my performance		41%	+16 ↑
I am satisfied with the total benefits package		56%	+20 ↑
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		43%	+12 ↑
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		33%	+17 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Resources and workload

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Resources and workload index score		60%	-6
I can find the information I need to do my job effectively		51%	-16 ↓
Organisational processes support me to work efficiently		23%	-16 ↓
I have clear work objectives		77%	-1
I have the skills I need to do my job effectively		85%	-7 ↓
I have access to the tools and equipment I need to do my job effectively		73%	-6 ↓
I have an acceptable workload		52%	-8 ↓
I achieve a good balance between my work life and my private life		63%	-4

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Inclusion and fair treatment

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Inclusion and fair treatment index score		71%	-2
I am treated fairly at work		88%	+3
I am treated with respect by the people I work with		93%	+4
I feel valued for the work I do		67%	-5 ↓
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		68%	-4
I feel able to challenge inappropriate behaviour in the workplace		62%	-2
UKRI is committed to creating a diverse and inclusive workplace		64%	-7 ↓

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Discrimination, bullying and harassment

● Yes, while working within UKRI
 ● Yes, while working for a different organisation
 ● No
 ● Prefer not to say

			% (percent) yes, while working within UKRI	Difference to UKRI average (% point)
Have you been discriminated against at work during the past 12 months?	6%	90%	6%	+1
Have you been bullied or harassed at work during the past 12 months?	7%	89%	7%	0

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (1)

	<ul style="list-style-type: none"> Very high (9-10) High (7-8) Medium (5-6) Low (0-4) 					
Overall, how satisfied are you with your life nowadays? (10 is completely satisfied)	<ul style="list-style-type: none"> 5% 44% 36% 15% 	49%	-11 ↓			
Overall, to what extent do you feel that the things you do in your life are worthwhile? (10 is completely worthwhile)	<ul style="list-style-type: none"> 16% 40% 31% 13% 	56%	-12 ↓			
Overall, how happy did you feel yesterday? (10 is completely happy)	<ul style="list-style-type: none"> 9% 43% 25% 22% 	53%	-6 ↓			
	<ul style="list-style-type: none"> High (6-10) Medium (4-5) Low (2-3) Very low (0-1) 					
Overall, how anxious did you feel yesterday? (10 is completely anxious)	<ul style="list-style-type: none"> 49% 22% 20% 9% 	49%	+14 ↑			

Base: All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (2)



		% (percent) positive	Difference to UKRI average (% point)
In general, how would you rate your overall mental health now?		52%	-13 ↓
In general, how would you rate your overall physical health now?		61%	-5 ↓

Base: All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (3)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Wellbeing index score		69%	+1
UKRI cares about my wellbeing		54%	-2
My manager creates a positive atmosphere at work which supports my health and wellbeing		77%	+4
During the last 12 months, I have felt unwell as a result of work-related stress*		40%	-11 ↓
In the last 12 months, I have experienced musculoskeletal problems (MSD)*		64%	+1

Base: All respondents (*excluding prefer not to say). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within UKRI (1)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

			% (percent) positive	Difference to UKRI average (% point)
Senior leadership within UKRI index score			58%	+1
The Senior Leadership Team in UKRI are sufficiently visible		59% 22% 12%	63%	+16 ↑
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values		48% 41% 6%	49%	+7 ↑
I believe that UKRI's Senior Leadership Team have a clear vision for the future of UKRI		6% 46% 33% 14%	52%	+7 ↑
Overall, I have confidence in the decisions made by UKRI's Senior Leadership Team		44% 37% 12%	48%	+10 ↑
The Senior Leadership Team in UKRI keeps me informed about matters that affect me		5% 54% 26% 12%	59%	+10 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within UKRI (2)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

Senior leadership within UKRI index score			% (percent) positive	Difference to UKRI average (% point)
The communication we receive from UKRI's Senior Leadership Team is honest and open		58%	+1	
I feel positive about the future of UKRI		54%	+7 ↑	
I believe that the UKRI Senior Leadership Team will take action on the results from this survey		42%	+2	
I think the senior leaders in UKRI took effective action on the results of the last survey in 2019		10%	-5 ↓	

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within AHRC (1)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Senior leadership within AHRC index score		63%	+1
The Senior Leadership Team in AHRC are sufficiently visible		77%	+17 ↑
I believe the actions of AHRC's Senior Leadership Team are consistent with AHRC's values		64%	+3
I believe that the Senior Leadership Team have a clear vision for the future of AHRC		68%	+10 ↑
Overall, I have confidence in the decisions made by AHRC's Senior Leadership Team		53%	0

Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within AHRC (2)



		% (percent) positive	Difference to UKRI average (% point)
Senior leadership within AHRC index score		63%	+1
The Senior Leadership Team at AHRC keeps me informed about matters that affect me		65%	+9 ↑
The communication we receive from AHRC's Senior Leadership Team is honest and open		58%	+3
I believe that the Senior Leadership Team in AHRC will take action on the results from this survey		51%	+6 ↑
I think the senior leaders in AHRC took effective action on the results of the last survey in 2019		19%	-2

Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Managing change (1)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Managing change index score		49%	-1
I feel that change is managed well in AHRC		26%	-9 ↓
I feel that change is managed well in UKRI as a whole		20%	-4
As an organisation, UKRI adapts well to change		26%	-1
When changes are made across UKRI they are usually for the better		25%	+1

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Managing change (2)

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Managing change index score		49%	-1
I get to find out the reasons behind key changes that happen across UKRI		36%	+9 ↑
I understand what support is available to me as I am affected by change within UKRI		47%	+13 ↑
I have the opportunity to contribute my views before decisions are made that affect me		32%	+6 ↑
I think it is safe to challenge the way things are done across UKRI		48%	+10 ↑

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Organisational culture

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Organisational culture index score		70%	-4
I am trusted to carry out my job effectively		88%	-6 ↓
I believe I would be supported if I try a new idea, even if it may not work		63%	-15 ↓
I believe my opinion is valued at work		73%	-7 ↓
I feel welcome to express my true feelings at work		75%	+6 ↑
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		67%	+4

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Your plans for the future

		% (percent)	Difference to UKRI average (% point)
Which of the following statements most accurately reflects your current thoughts about working within UKRI?			
I want to leave UKRI as soon as possible	5%	5%	0
I want to leave UKRI within the next 12 months	19%	19%	+4
I want to stay working within UKRI for at least the next year	40%	40%	+3
I want to stay working within UKRI for at least the next three years	37%	37%	-8 ↓

Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

For more information



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The logo for 'djs employee research' features the lowercase letters 'djs' in a grey, sans-serif font. A small pink dot is positioned above the 'j'. To the right of 'djs', the words 'employee' and 'research' are stacked vertically in a pink, lowercase, sans-serif font.

djs
employee
research

Part of the DJS Research group