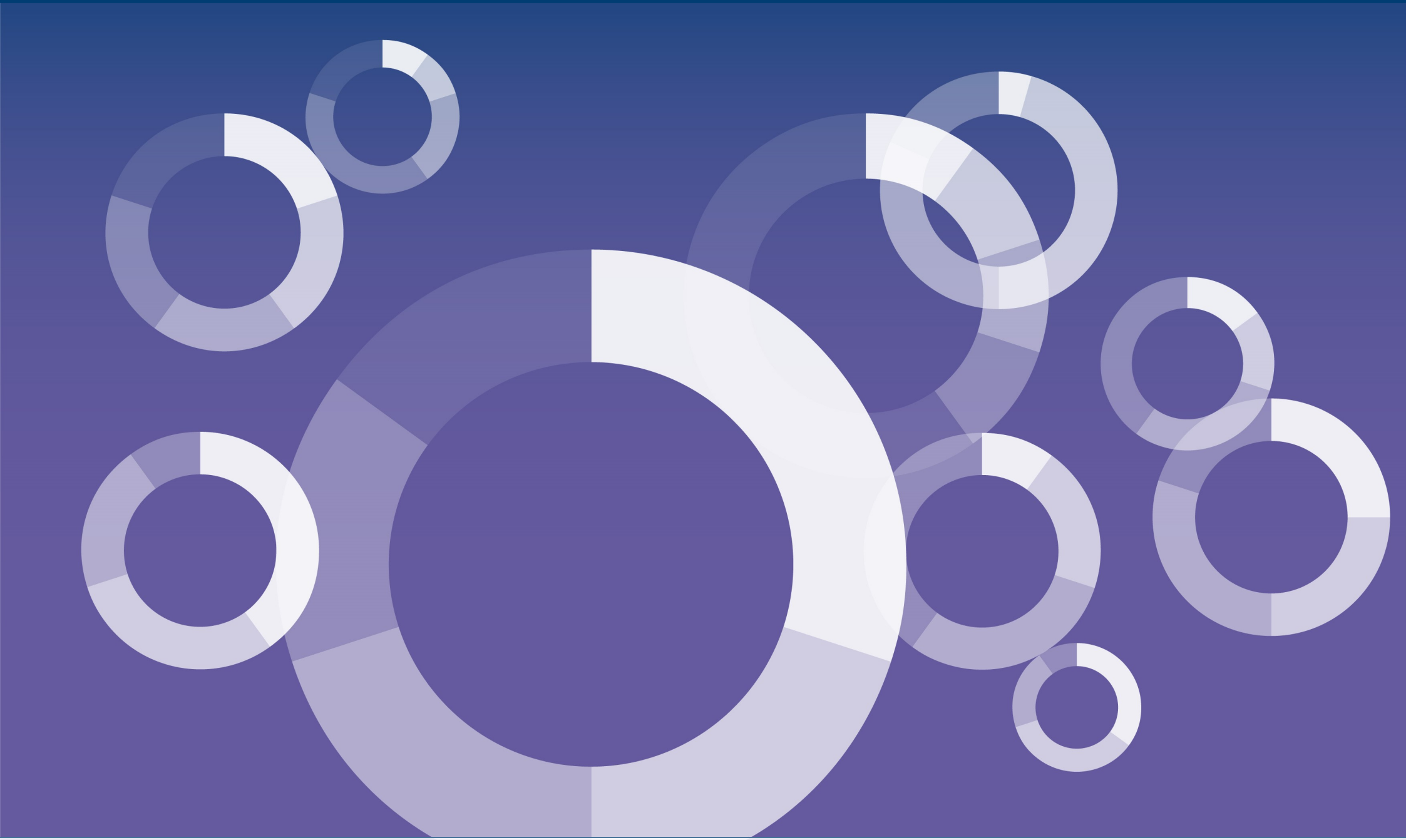
SÆRKØRSEL 5150 - TAP



Introduction

"All staff at Aarhus University – employees as well as managers – should be able to go to work each day in a healthy, positive work environment that is conducive to their well-being and job satisfaction. A university is made up of people, and their well-being is paramount. Moreover, a good work environment yields the best results, and ensures that we can retain and attract skilled colleagues."
(Rector Brian Bech Nielsen)

At Aarhus University, workplace assessments (WPA) are conducted every three years.

This report is based on the responses to the WPA questionnaire completed by staff at Aarhus University in February/March 2019. The WPA 2019 survey is the first for Aarhus University to cover both the physical and the psychological work environment. Based on the WPA reports, staff and management can start discussing the results for their respective units and together identify priority focus areas.

All WPA reports are made available on the WPA 2019 website (https://medarbejdere.au.dk/administration/hr/arbejdsmiljoe/apv/apv-rapporter-2019/).

Structure of the report

QUICK OVERVIEW
Results for key questions and questions with highest/lowest scores.

RESULTS FOR PSYCHOLOGICAL WPA
Results for statements grouped under individual themes.

OFFENSIVE BEHAVIOUR, DISCRIMINATION AND SICKNESS ABSENCE
Results for questions concerning offensive behaviour and sickness absence are shown if a minimum of 40 responses are received, while results for questions concerning discrimination are included if a minimum of 50 responses are received.

RESULTS FOR PHYSICAL WPA
Results for statements concerning the physical facilities and organisation of the workplace.

ANNEXES
Results broken down by background characteristics.

WPA FOLLOW-UP

CONTINUED FOCUS ON THE WORK ENVIRONMENT

The three reading approaches

Dialogue methods for in-depth qualitative discussion and analysis of results and choice of focus areas for action.

Action plan (statutory)

AU-wide themes identified by the Main Liaison Committee/Main Occupational Health and Safety Committee.

Ongoing work to create a good workplace environment

Comparisons in the report

In the report, the results are compared with the WPA 2016 results and the results for any higher organisational levels (where possible).

The comparisons are always based on averages.

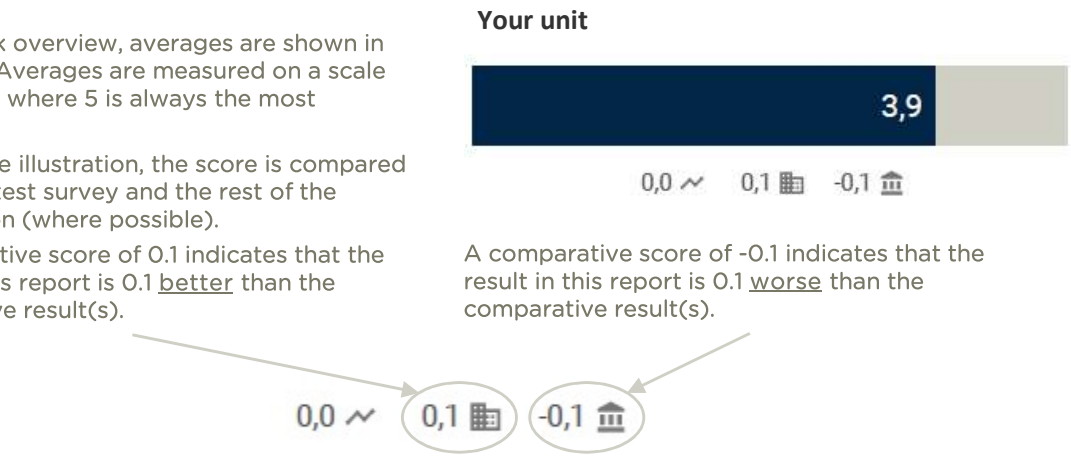
Below you can see the basis of comparison in this report.

Averages

In the quick overview, averages are shown in two ways. Averages are measured on a scale from 1 to 5, where 5 is always the most positive.

Beneath the illustration, the score is compared with the latest survey and the rest of the organisation (where possible).

A comparative score of 0.1 indicates that the result in this report is 0.1 better than the comparative result(s).

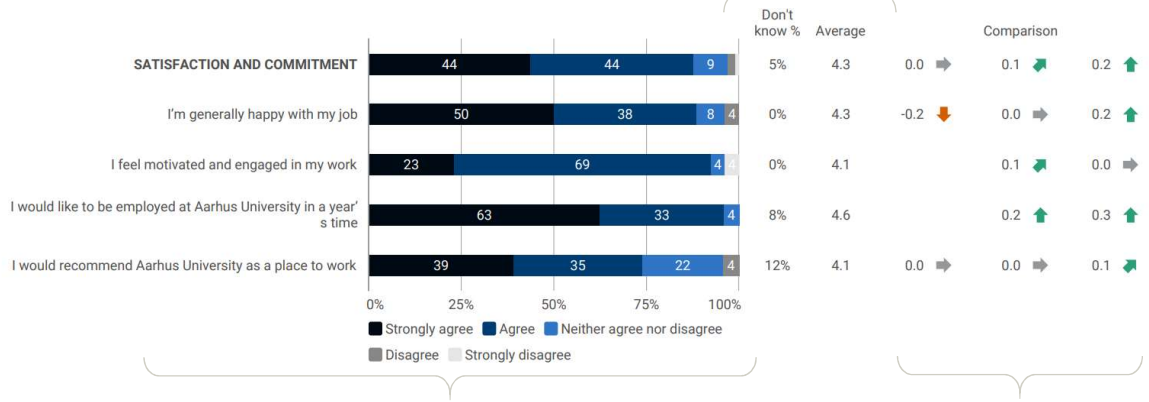


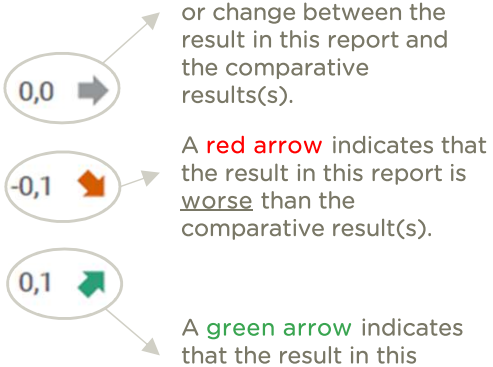
A comparative score of -0.1 indicates that the result in this report is 0.1 worse than the comparative result(s).

Distribution of responses

The aggregated result for the theme is shown first. Then follow the statements covered by the theme.

To the right of the illustration, the percentage of 'Don't know/not relevant' responses to the individual statements is shown. Then follows the average score for the statement.





A grey arrow indicates that there is no difference or change between the result in this report and the comparative results(s).

A red arrow indicates that the result in this report is worse than the comparative result(s).

A green arrow indicates that the result in this report is better than the comparative result(s).

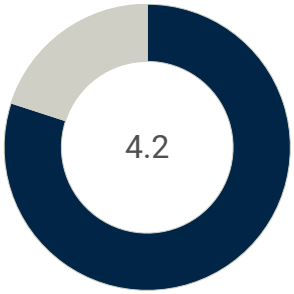
The distribution of responses is shown in the middle. The figures in the bar indicate percentages. In the last statement in the example, 39% ticked 'Totally agree', 35% ticked 'Agree', 22% ticked 'Neither agree nor disagree', 4% ticked 'Disagree', and 0% ticked 'Totally disagree'.

To the far right, the result is compared with the latest survey and any higher organisational levels (where possible).

Satisfaction and commitment

Satisfaction and commitment are measured by the four indicators in the middle of this page, which provide an impression of the general level of satisfaction and commitment in the unit.

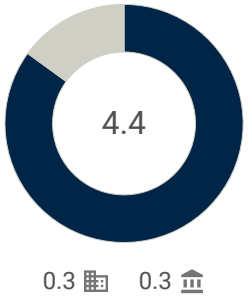
Satisfaction and commitment



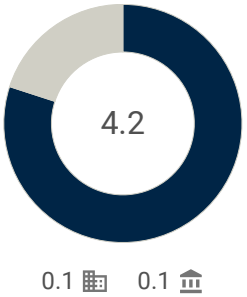
Indicators

The indicators provide a general picture of employee satisfaction, commitment and loyalty.
Unlike the other statements in the survey, these indicators are hard to influence directly because they reflect the respondents' general experience of the organisational framework and the organisational culture. However, they are influenced indirectly when you succeed in changing the respondents' experience of the framework and the culture.
The four statements are shown in full on page 5.

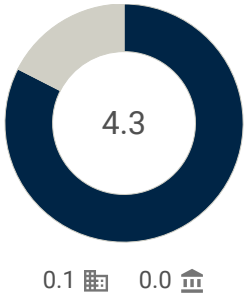
Overall satisfaction



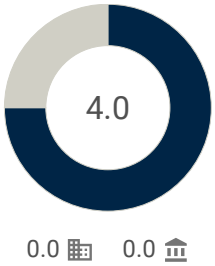
Motivation and commitment



Loyalty



Willingness to act as an ambassador



Themes

Each theme is covered by a number of statements, which are shown later in the report.
The statements cover the issues which you can work with in order to influence indicators in the survey.

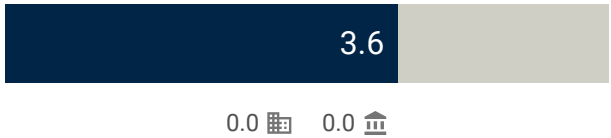
Your development

Your work situation

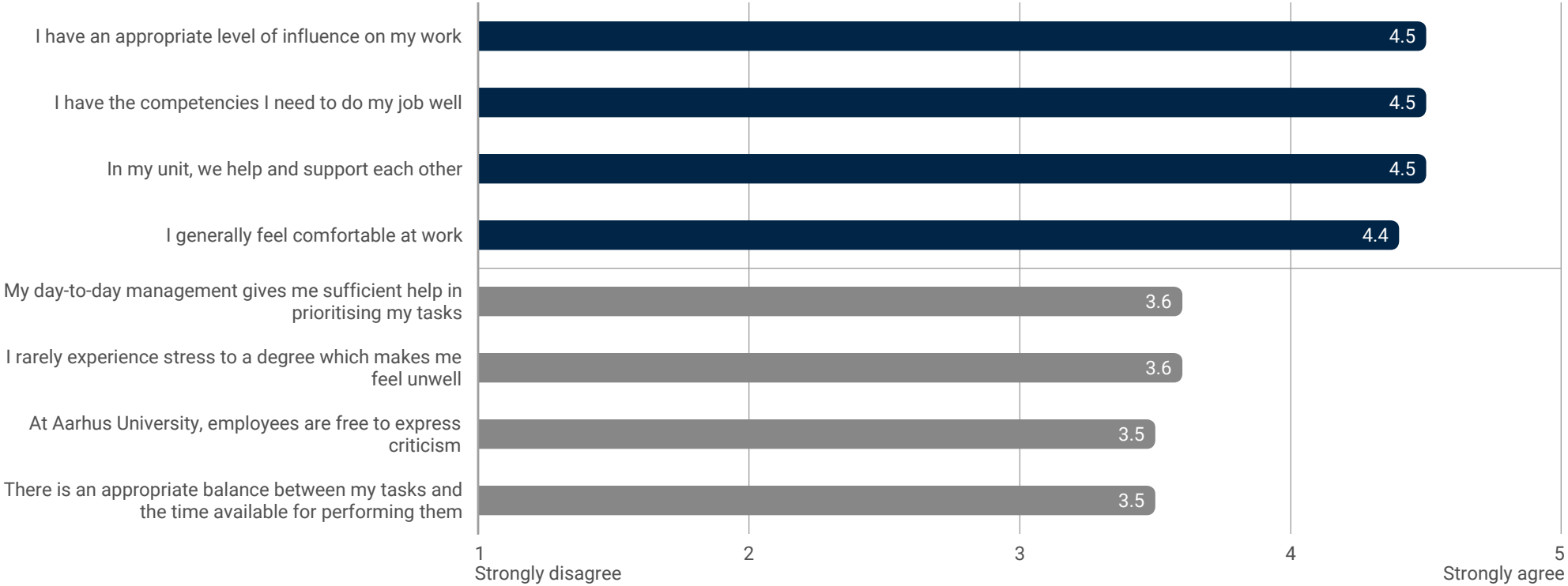
Your unit

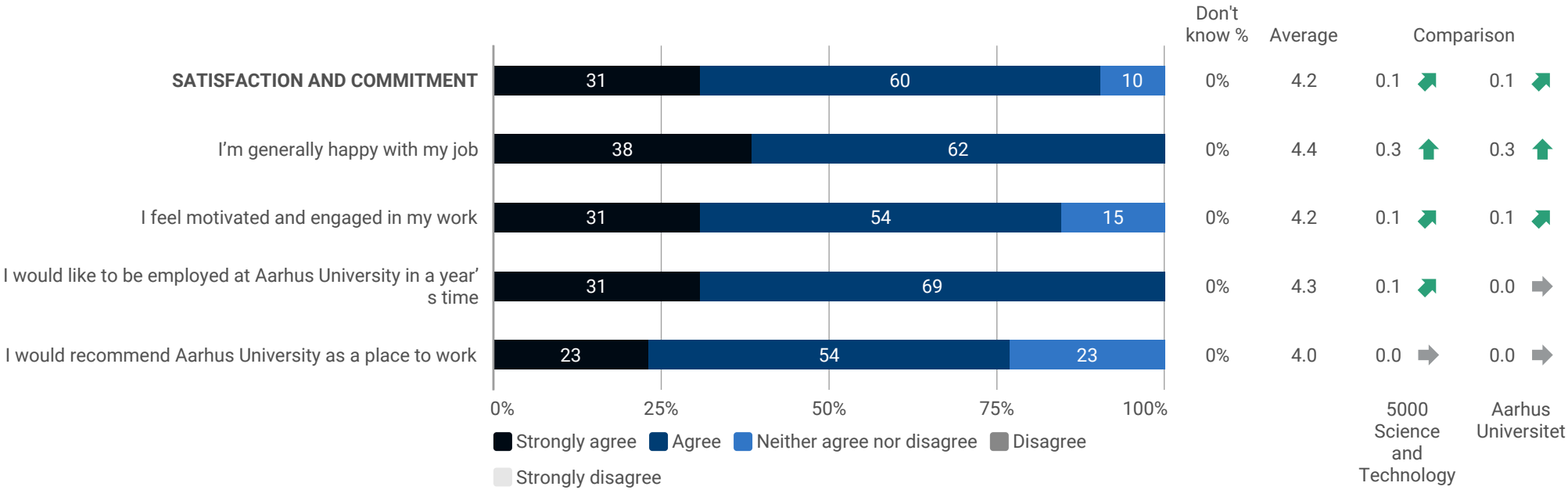
Your day-to-day management

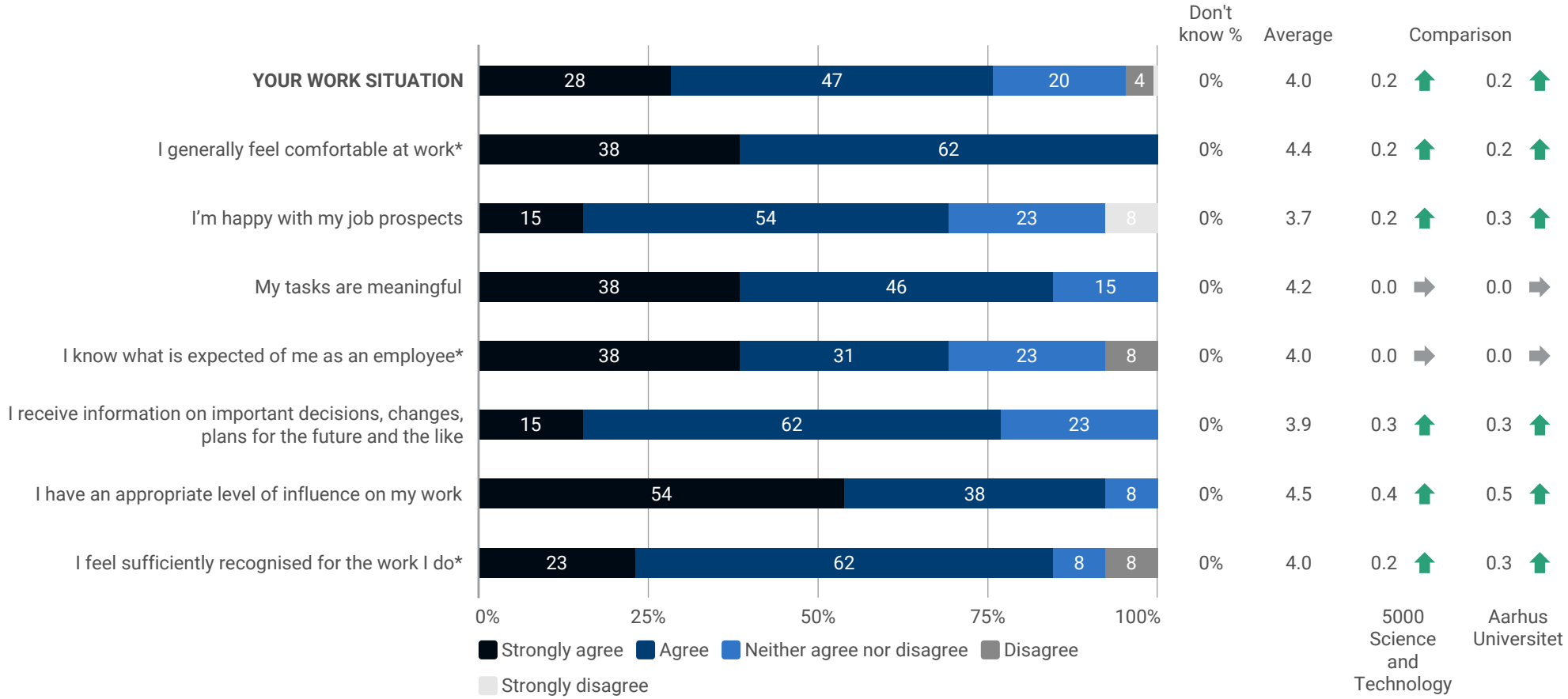
Our organisation



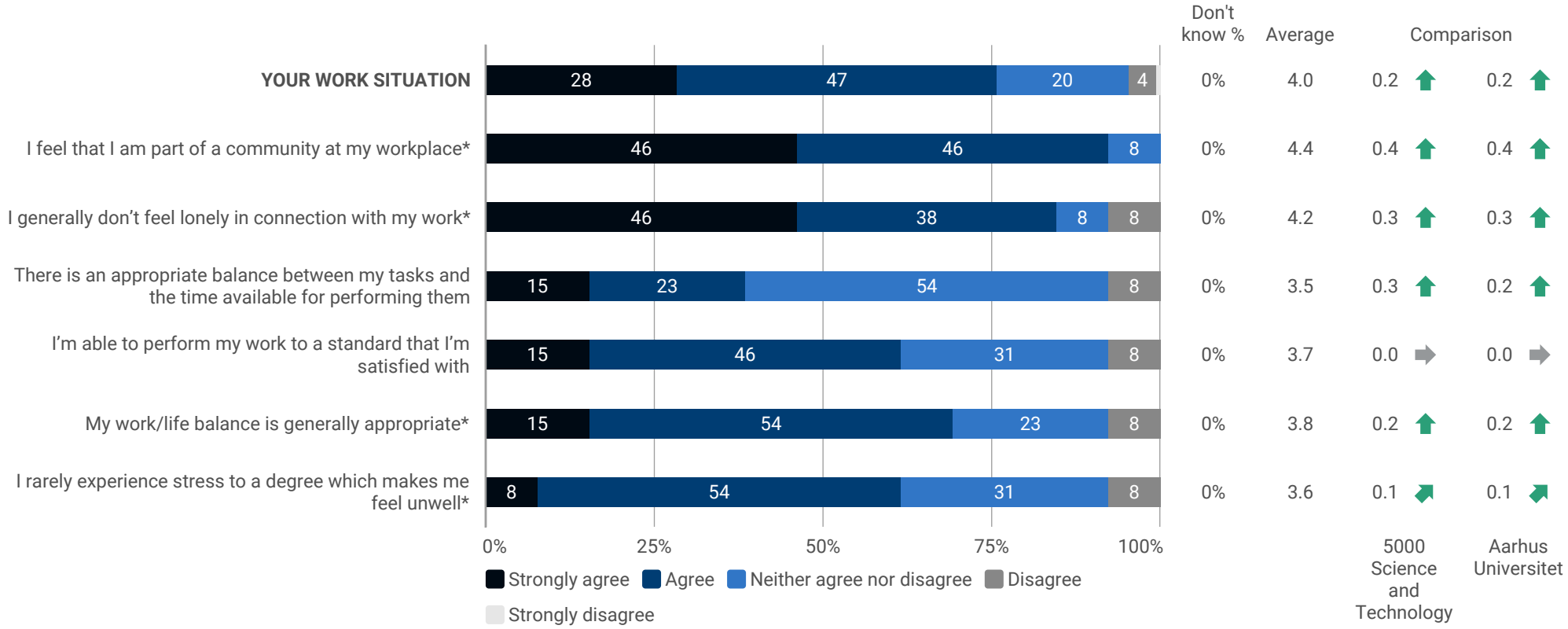
The four statements with the highest scores and the four statements with the lowest scores are shown below. The indicators are not included in the computation.
All statements are assessed on a scale from 1 (Totally disagree) to 5 (Totally agree), where 2 corresponds to 'Disagree', 3 to 'Neither agree nor disagree' and 4 to 'Agree'.
An average score of 4 can thus be interpreted to mean that the employees tend to agree.




Don't know %
Average
Comparison
SATISFACTION AND COMMITMENT
31
60
10
0%
4.2
0.1
0.1
I'm generally happy with my job
38
62
0%
4.4
0.3
0.3
I feel motivated and engaged in my work
31
54
15
0%
4.2
0.1
0.1
I would like to be employed at Aarhus University in a year's time
31
69
0%
4.3
0.1
0.0
I would recommend Aarhus University as a place to work
23
54
23
0%
4.0
0.0
0.0
0%
25%
50%
75%
100%
5000 Science and Technology
Aarhus Universitet
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree



** Note: Please note that the scale for statements marked with a * were as follows in WPA 2016: Always/almost always, Often, Sometimes, Seldom, Never/almost never.*



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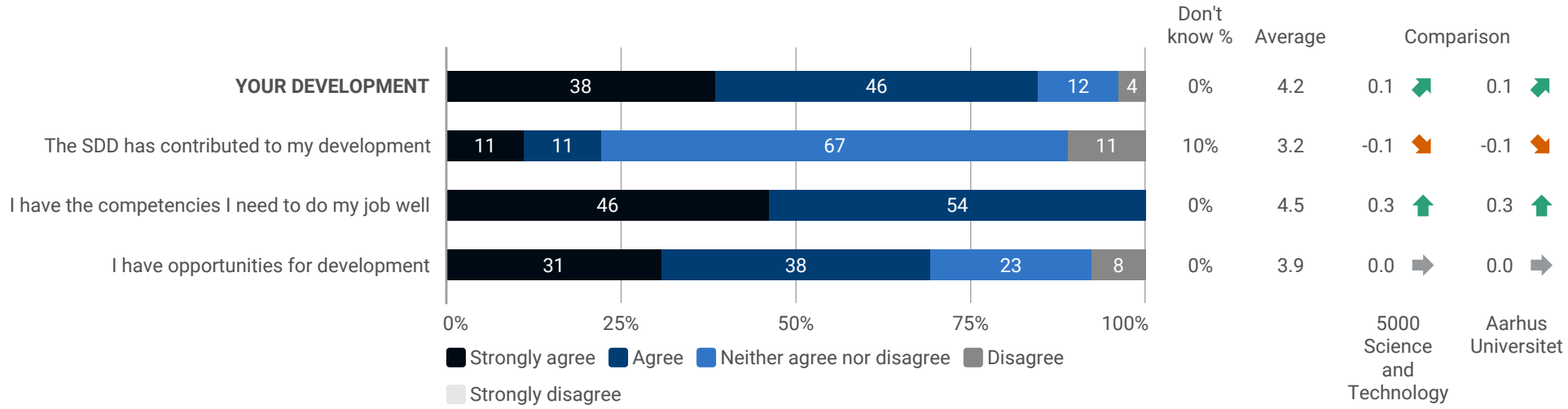
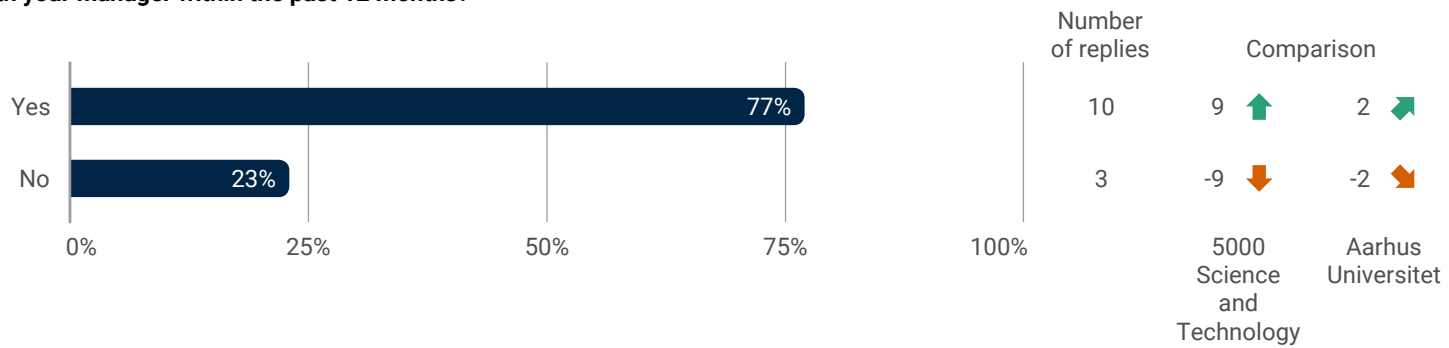
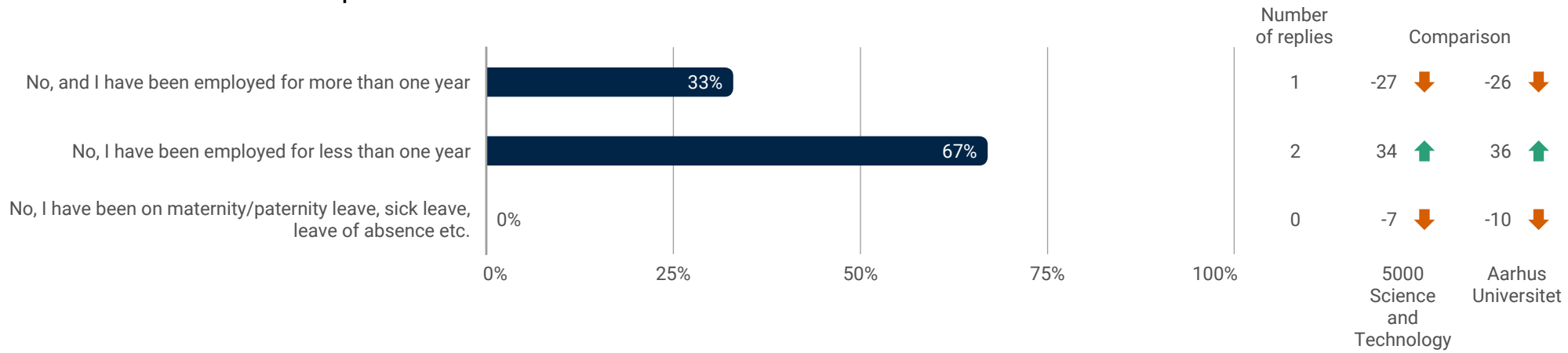


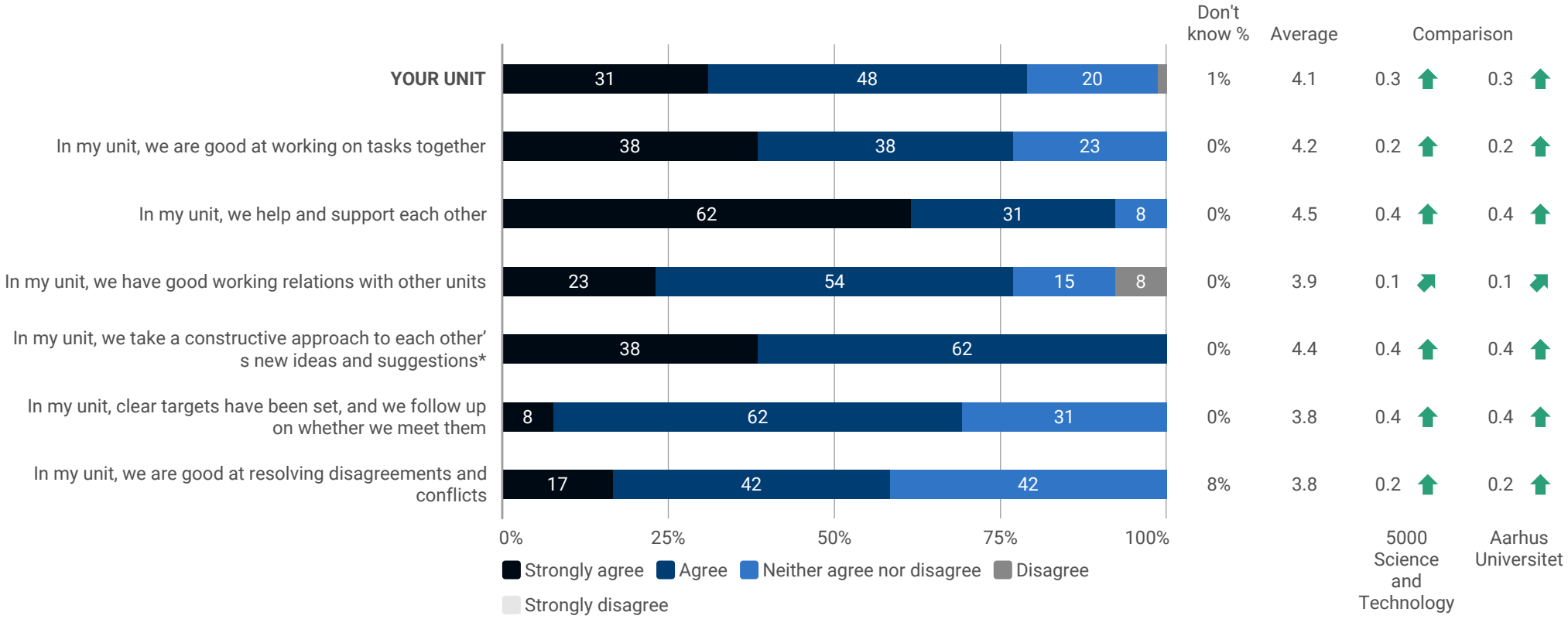
The question 'The SDD has contributed to my development' has only been asked of employees who have attended their SDD.
The results are shown only if a minimum of ten employees have attended their SDD and is not part of the theme score.

Have you held a staff development dialogue (SDD) with your manager within the past 12 months?



Distribution of No in the above mentioned question:





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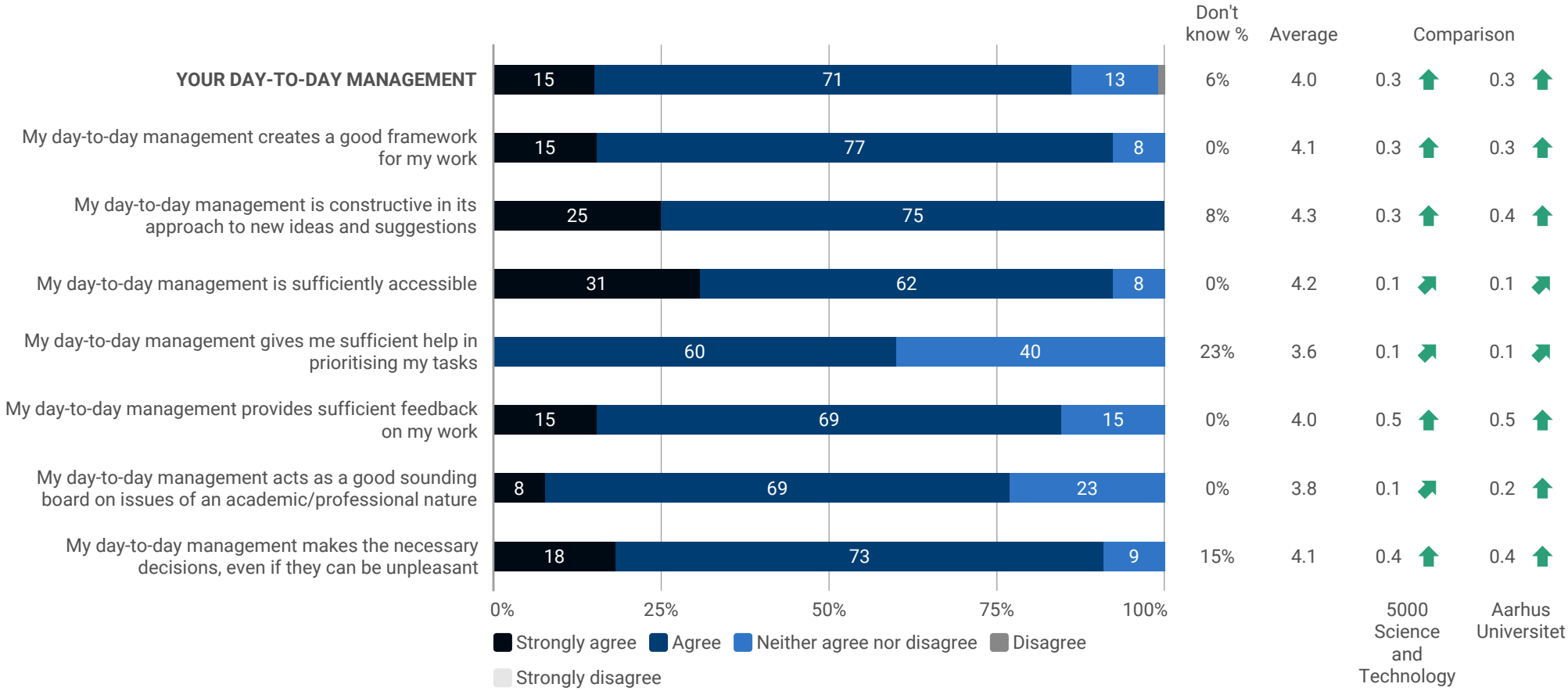
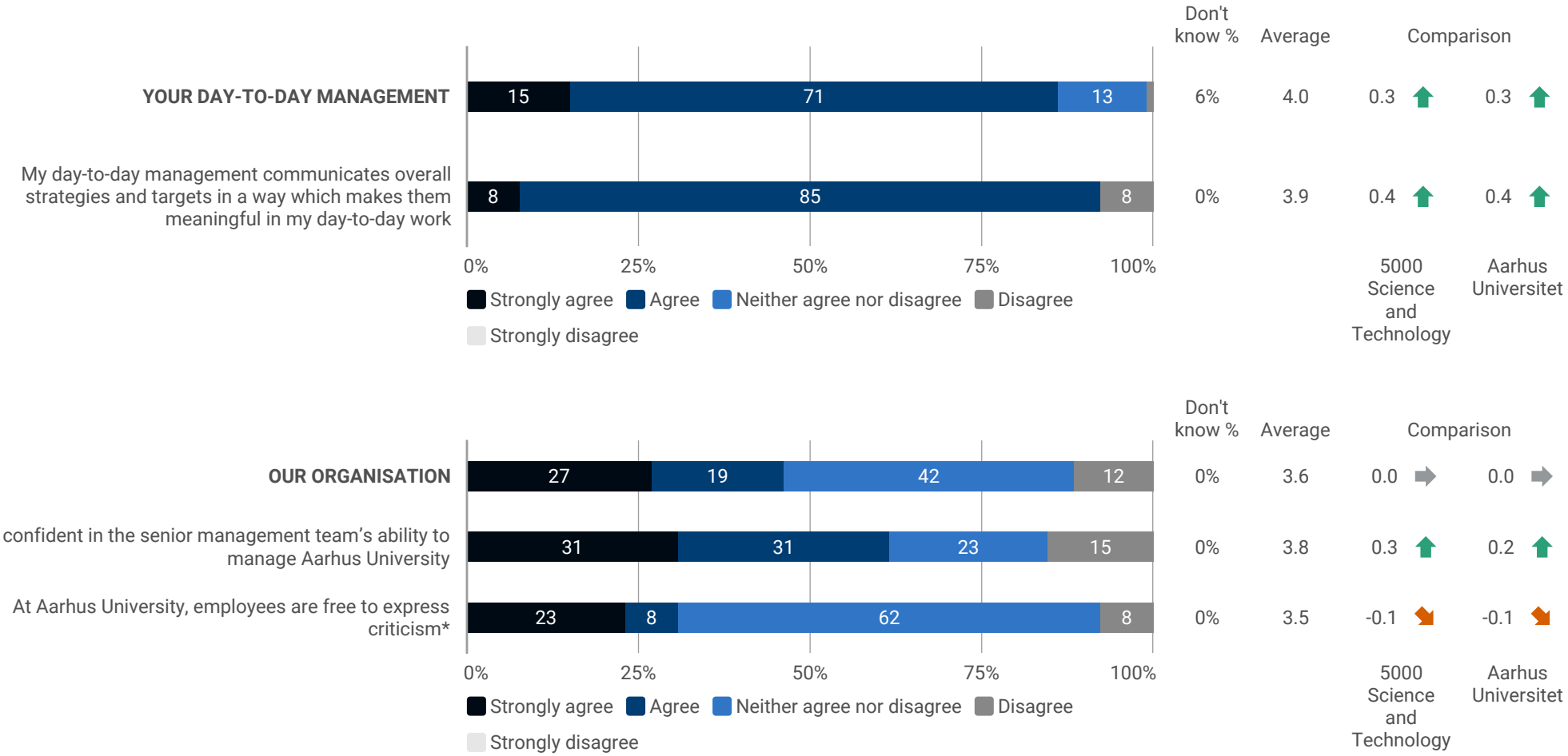

Don't know %
Average
Comparison
YOUR DAY-TO-DAY MANAGEMENT
15 71 13
6% 4.0 0.3 0.3
My day-to-day management creates a good framework for my work
15 77 8
0% 4.1 0.3 0.3
My day-to-day management is constructive in its approach to new ideas and suggestions
25 75
8% 4.3 0.3 0.4
My day-to-day management is sufficiently accessible
31 62 8
0% 4.2 0.1 0.1
My day-to-day management gives me sufficient help in prioritising my tasks
60 40
23% 3.6 0.1 0.1
My day-to-day management provides sufficient feedback on my work
15 69 15
0% 4.0 0.5 0.5
My day-to-day management acts as a good sounding board on issues of an academic/professional nature
8 69 23
0% 3.8 0.1 0.2
My day-to-day management makes the necessary decisions, even if they can be unpleasant
18 73 9
15% 4.1 0.4 0.4
0% 25% 50% 75% 100%
5000 Science and Technology
Aarhus Universitet
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree



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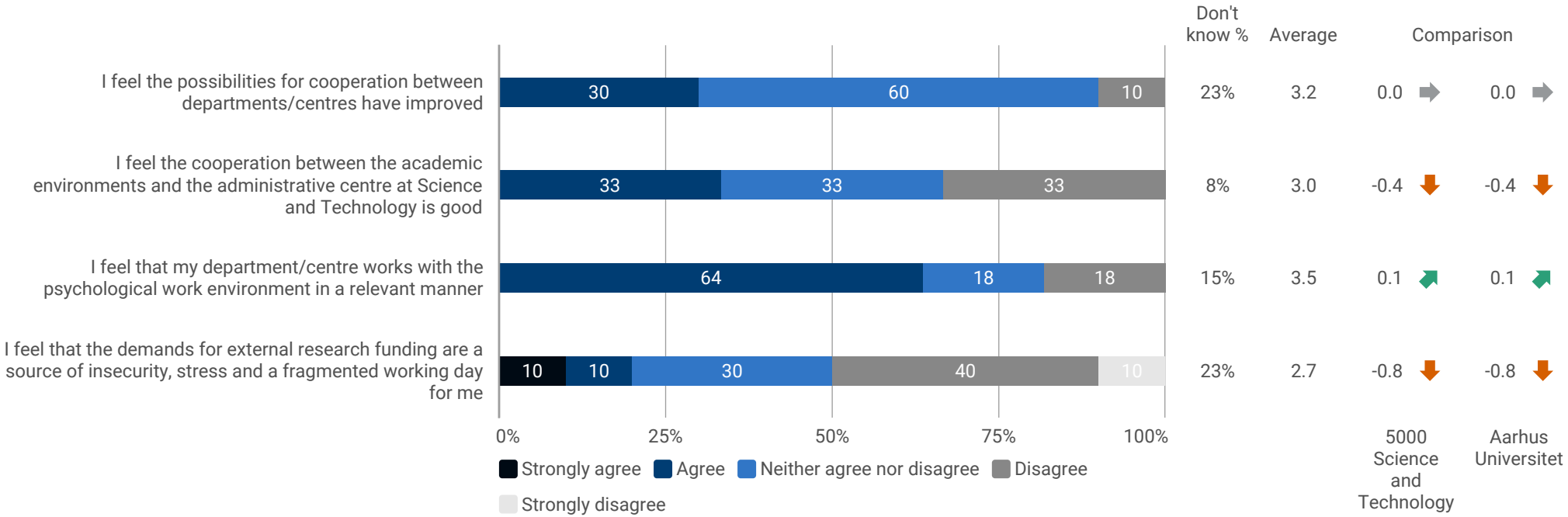
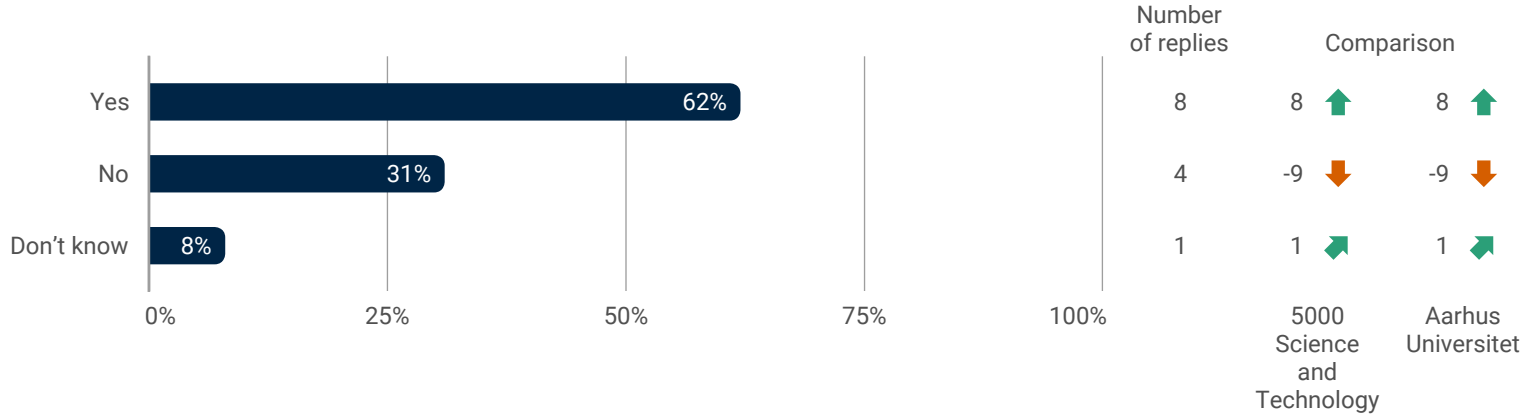
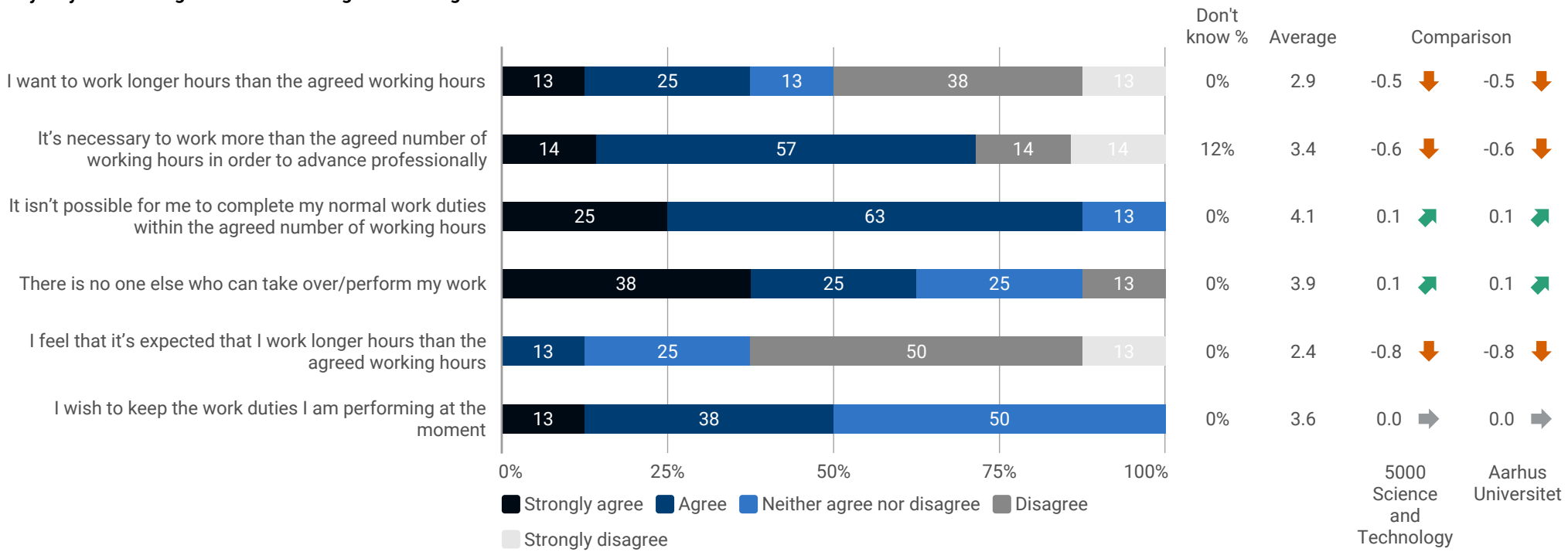

Don't know %
Average
Comparison
I feel the possibilities for cooperation between departments/centres have improved
30
60
10
23%
3.2
0.0
0.0
I feel the cooperation between the academic environments and the administrative centre at Science and Technology is good
33
33
33
8%
3.0
-0.4
-0.4
I feel that my department/centre works with the psychological work environment in a relevant manner
64
18
18
15%
3.5
0.1
0.1
I feel that the demands for external research funding are a source of insecurity, stress and a fragmented working day for me
10
10
30
40
10
23%
2.7
-0.8
-0.8
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5000 Science and Technology
Aarhus Universitet

Do you feel that you generally work much more than the agreed working hours?



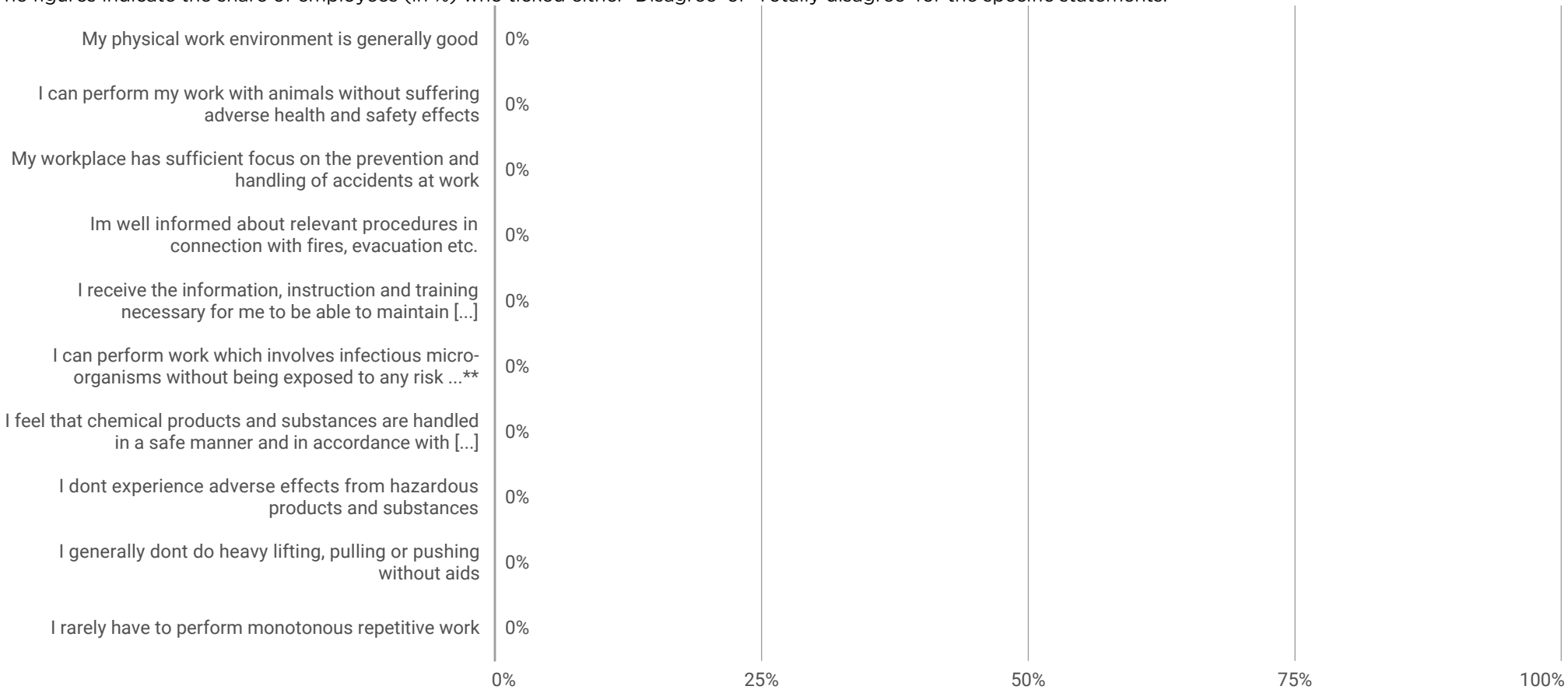
Why do you work longer hours than the agreed working hours?



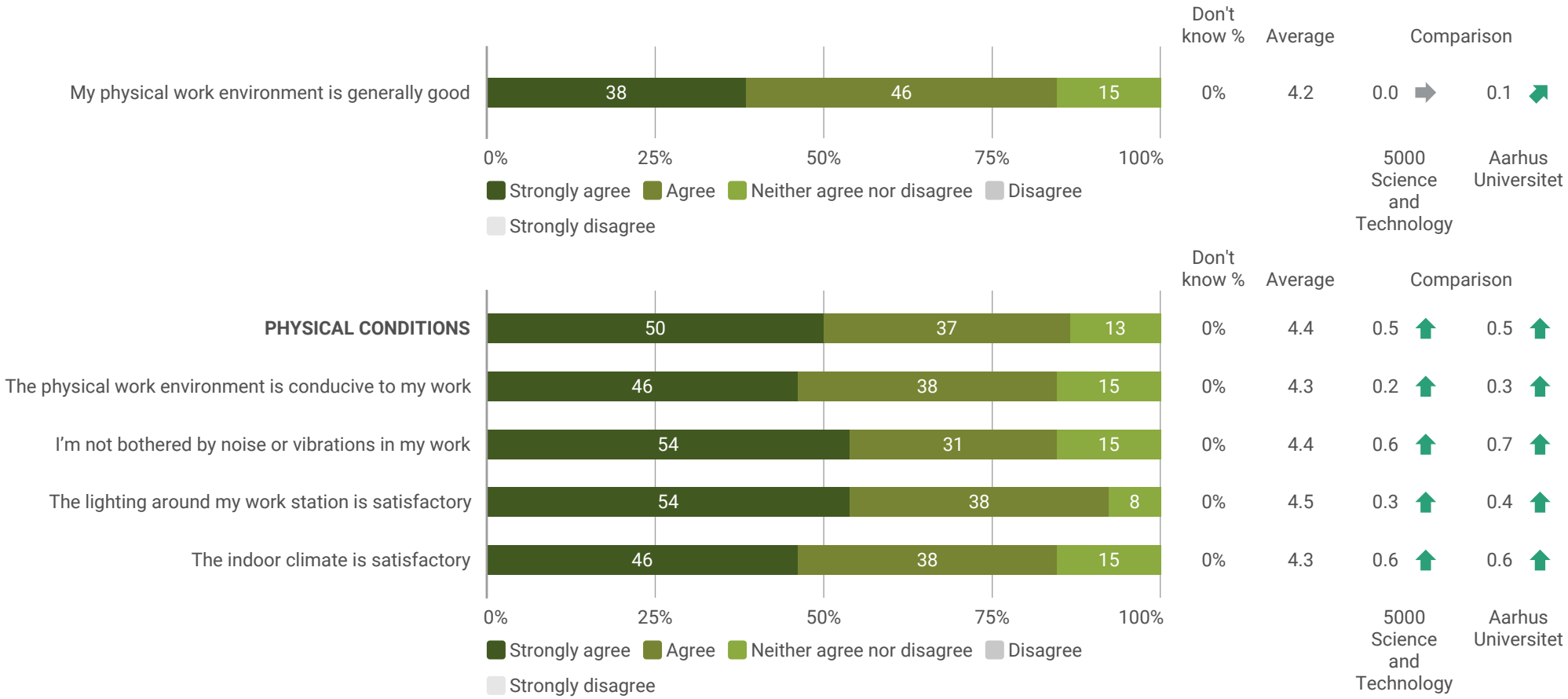
PHYSICAL WPA

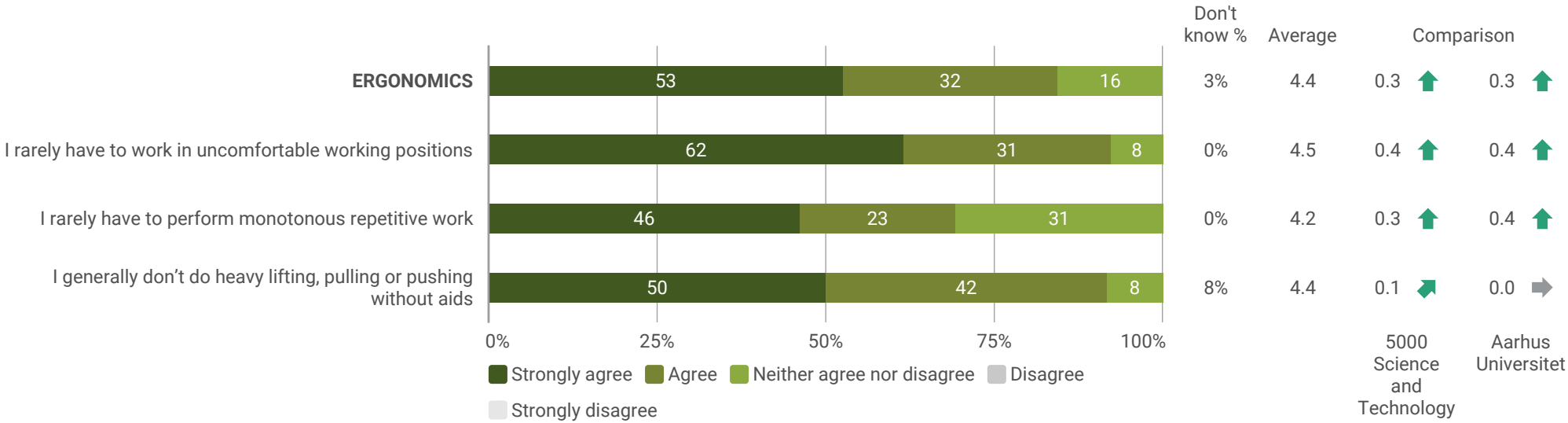
Below, you can see the ten statements from the physical WPA with the highest share of respondents who disagree.

The figures indicate the share of employees (in %) who ticked either 'Disagree' or 'Totally disagree' for the specific statements.



The results for the statements in the physical WPA are shown on the following pages.




Don't know %
Average
Comparison
ERGONOMICS
53
32
16
3%
4.4
0.3
0.3
I rarely have to work in uncomfortable working positions
62
31
8
0%
4.5
0.4
0.4
I rarely have to perform monotonous repetitive work
46
23
31
0%
4.2
0.3
0.4
I generally don't do heavy lifting, pulling or pushing without aids
50
42
8
8%
4.4
0.1
0.0
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5000 Science and Technology
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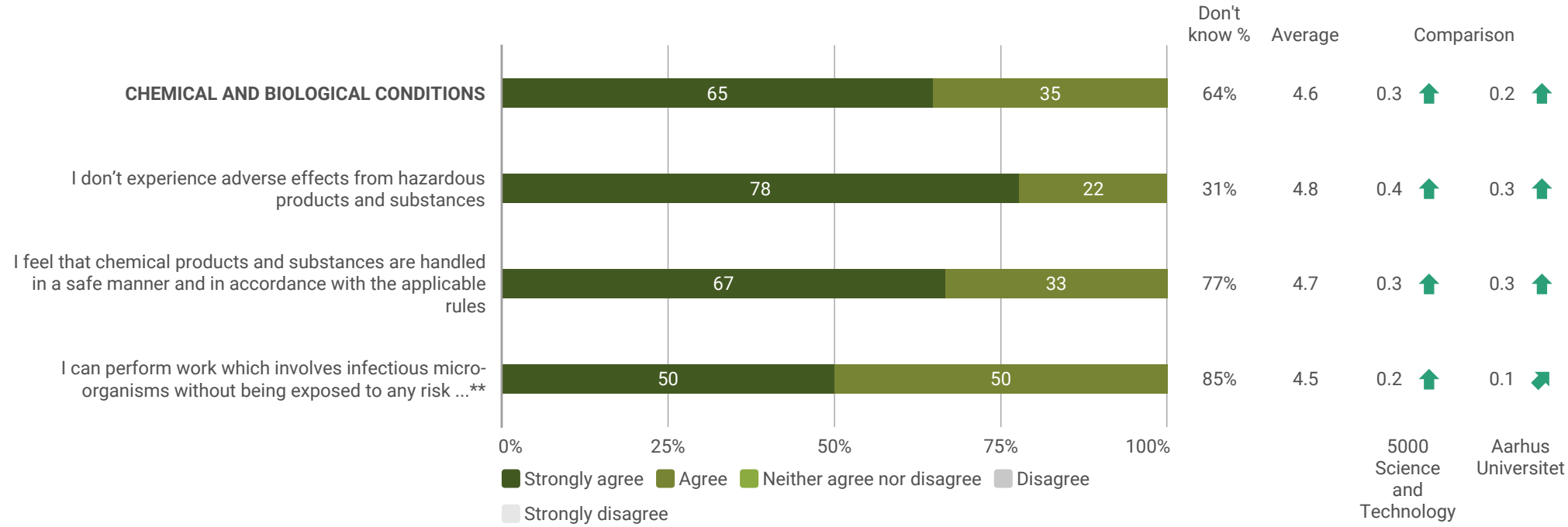
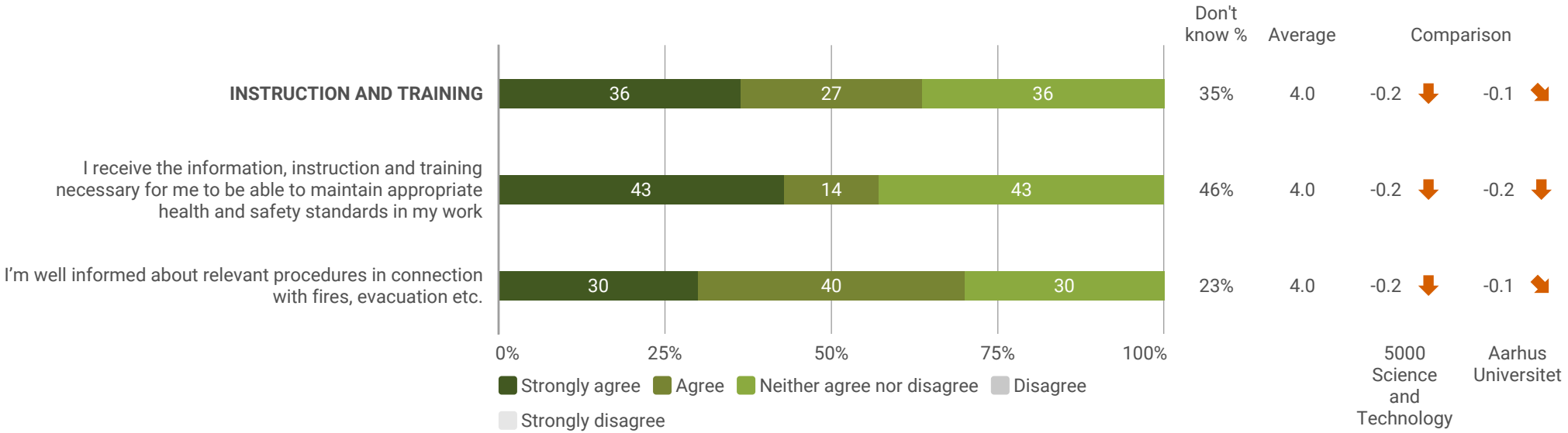
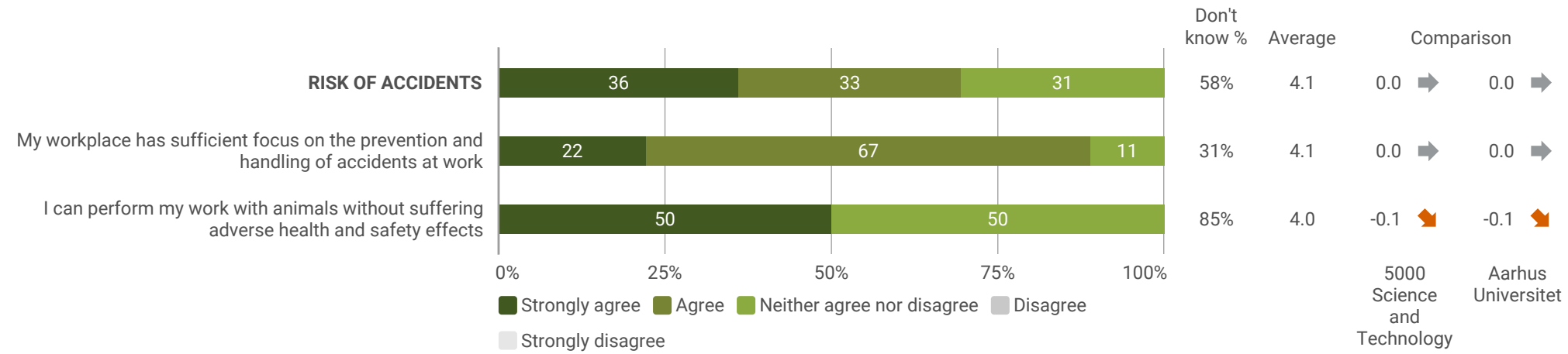


*** I can perform work which involves infectious micro-organisms without being exposed to any risk of infection from liquids, micro-organisms, animals, trial subjects/patients etc.*


Don't know %
Average
Comparison
INSTRUCTION AND TRAINING
36
27
36
35%
4.0
-0.2
-0.1
I receive the information, instruction and training necessary for me to be able to maintain appropriate health and safety standards in my work
43
14
43
46%
4.0
-0.2
-0.2
I'm well informed about relevant procedures in connection with fires, evacuation etc.
30
40
30
23%
4.0
-0.2
-0.1
0%
25%
50%
75%
100%
5000 Science and Technology
Aarhus Universitet
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree


Don't know %
Average
Comparison
RISK OF ACCIDENTS
36
33
31
58%
4.1
0.0
0.0
My workplace has sufficient focus on the prevention and handling of accidents at work
22
67
11
31%
4.1
0.0
0.0
I can perform my work with animals without suffering adverse health and safety effects
50
50
85%
4.0
-0.1
-0.1
0%
25%
50%
75%
100%
5000 Science and Technology
Aarhus Universitet
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

ANNEXES

On the following pages, the results for all statements are broken down by job categories. Results are only shown if there is a minimum of ten responses in a group. Responses from groups with less than ten responses are combined with the second-smallest group until a minimum of ten responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

The tables can be used to form a quick overview of any variations that may be ascribed to the respondents' individual characteristics.

JOB CATEGORY	TAP	Total
I'm generally happy with my job	4.4	4.4
I feel motivated and engaged in my work	4.2	4.2
I would like to be employed at Aarhus University in a year's time	4.3	4.3
I would recommend Aarhus University as a place to work	4.0	4.0
I generally feel comfortable at work	4.4	4.4
I'm happy with my job prospects	3.7	3.7
My tasks are meaningful	4.2	4.2
I know what is expected of me as an employee	4.0	4.0
I receive information on important decisions, changes, plans for the future and the like	3.9	3.9
I have an appropriate level of influence on my work	4.5	4.5
I feel sufficiently recognised for the work I do	4.0	4.0
I feel that I am part of a community at my workplace	4.4	4.4
I generally don't feel lonely in connection with my work	4.2	4.2
There is an appropriate balance between my tasks and the time available for performing them	3.5	3.5
I'm able to perform my work to a standard that I'm satisfied with	3.7	3.7
My work/life balance is generally appropriate	3.8	3.8

<3.0 <3.5 <4.0 <4.5 ≥4.5

JOB CATEGORY	TAP	Total
I rarely experience stress to a degree which makes me feel unwell	3.6	3.6
I have the competencies I need to do my job well	4.5	4.5
I have opportunities for development	3.9	3.9
In my unit, we are good at working on tasks together	4.2	4.2
In my unit, we help and support each other	4.5	4.5
In my unit, we have good working relations with other units	3.9	3.9
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.4	4.4
In my unit, clear targets have been set, and we follow up on whether we meet them	3.8	3.8
In my unit, we are good at resolving disagreements and conflicts	3.8	3.8
My day-to-day management creates a good framework for my work	4.1	4.1
My day-to-day management is constructive in its approach to new ideas and suggestions	4.3	4.3
My day-to-day management is sufficiently accessible	4.2	4.2
My day-to-day management gives me sufficient help in prioritising my tasks	3.6	3.6
My day-to-day management provides sufficient feedback on my work	4.0	4.0
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.8	3.8
My day-to-day management makes the necessary decisions, even if they can be unpleasant	4.1	4.1

JOB CATEGORY	TAP	Total
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.9	3.9
I'm confident in the senior management team's ability to manage Aarhus University	3.8	3.8
At Aarhus University, employees are free to express criticism	3.5	3.5
I feel the possibilities for cooperation between departments/centres have improved	3.2	3.2
I feel the cooperation between the academic environments and the administrative centre at Science and Technology is good	3.0	3.0
I feel that my department/centre works with the psychological work environment in a relevant manner	3.5	3.5
I feel that the demands for external research funding are a source of insecurity, stress and a fragmented working day for me	2.7	2.7
Do you feel that you generally work much more than the agreed working hours?	1.5	1.5

On the following pages, the results for all statements are broken down by age. Results are only shown if there is a minimum of ten responses in a group. Responses from groups with less than ten responses are combined with the second-smallest group until a minimum of ten responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

AGE	Other	Total
I'm generally happy with my job	4.4	4.4
I feel motivated and engaged in my work	4.2	4.2
I would like to be employed at Aarhus University in a year's time	4.3	4.3
I would recommend Aarhus University as a place to work	4.0	4.0
I generally feel comfortable at work	4.4	4.4
I'm happy with my job prospects	3.7	3.7
My tasks are meaningful	4.2	4.2
I know what is expected of me as an employee	4.0	4.0
I receive information on important decisions, changes, plans for the future and the like	3.9	3.9
I have an appropriate level of influence on my work	4.5	4.5
I feel sufficiently recognised for the work I do	4.0	4.0
I feel that I am part of a community at my workplace	4.4	4.4
I generally don't feel lonely in connection with my work	4.2	4.2
There is an appropriate balance between my tasks and the time available for performing them	3.5	3.5
I'm able to perform my work to a standard that I'm satisfied with	3.7	3.7
My work/life balance is generally appropriate	3.8	3.8

AGE	Other	Total
I rarely experience stress to a degree which makes me feel unwell	3.6	3.6
I have the competencies I need to do my job well	4.5	4.5
I have opportunities for development	3.9	3.9
In my unit, we are good at working on tasks together	4.2	4.2
In my unit, we help and support each other	4.5	4.5
In my unit, we have good working relations with other units	3.9	3.9
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.4	4.4
In my unit, clear targets have been set, and we follow up on whether we meet them	3.8	3.8
In my unit, we are good at resolving disagreements and conflicts	3.8	3.8
My day-to-day management creates a good framework for my work	4.1	4.1
My day-to-day management is constructive in its approach to new ideas and suggestions	4.3	4.3
My day-to-day management is sufficiently accessible	4.2	4.2
My day-to-day management gives me sufficient help in prioritising my tasks	3.6	3.6
My day-to-day management provides sufficient feedback on my work	4.0	4.0
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.8	3.8
My day-to-day management makes the necessary decisions, even if they can be unpleasant	4.1	4.1

AGE	Other	Total
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.9	3.9
I'm confident in the senior management team's ability to manage Aarhus University	3.8	3.8
At Aarhus University, employees are free to express criticism	3.5	3.5
I feel the possibilities for cooperation between departments/centres have improved	3.2	3.2
I feel the cooperation between the academic environments and the administrative centre at Science and Technology is good	3.0	3.0
I feel that my department/centre works with the psychological work environment in a relevant manner	3.5	3.5
I feel that the demands for external research funding are a source of insecurity, stress and a fragmented working day for me	2.7	2.7
Do you feel that you generally work much more than the agreed working hours?	1.5	1.5

On the following pages, the results for all statements are broken down by gender. Results are only shown if there is a minimum of ten responses in a group. Responses from groups with less than ten responses are combined with the second-smallest group until a minimum of ten responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

GENDER	Other	Total
I'm generally happy with my job	4.4	4.4
I feel motivated and engaged in my work	4.2	4.2
I would like to be employed at Aarhus University in a year's time	4.3	4.3
I would recommend Aarhus University as a place to work	4.0	4.0
I generally feel comfortable at work	4.4	4.4
I'm happy with my job prospects	3.7	3.7
My tasks are meaningful	4.2	4.2
I know what is expected of me as an employee	4.0	4.0
I receive information on important decisions, changes, plans for the future and the like	3.9	3.9
I have an appropriate level of influence on my work	4.5	4.5
I feel sufficiently recognised for the work I do	4.0	4.0
I feel that I am part of a community at my workplace	4.4	4.4
I generally don't feel lonely in connection with my work	4.2	4.2
There is an appropriate balance between my tasks and the time available for performing them	3.5	3.5
I'm able to perform my work to a standard that I'm satisfied with	3.7	3.7
My work/life balance is generally appropriate	3.8	3.8

GENDER	Other	Total
I rarely experience stress to a degree which makes me feel unwell	3.6	3.6
I have the competencies I need to do my job well	4.5	4.5
I have opportunities for development	3.9	3.9
In my unit, we are good at working on tasks together	4.2	4.2
In my unit, we help and support each other	4.5	4.5
In my unit, we have good working relations with other units	3.9	3.9
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.4	4.4
In my unit, clear targets have been set, and we follow up on whether we meet them	3.8	3.8
In my unit, we are good at resolving disagreements and conflicts	3.8	3.8
My day-to-day management creates a good framework for my work	4.1	4.1
My day-to-day management is constructive in its approach to new ideas and suggestions	4.3	4.3
My day-to-day management is sufficiently accessible	4.2	4.2
My day-to-day management gives me sufficient help in prioritising my tasks	3.6	3.6
My day-to-day management provides sufficient feedback on my work	4.0	4.0
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.8	3.8
My day-to-day management makes the necessary decisions, even if they can be unpleasant	4.1	4.1

GENDER	Other	Total
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.9	3.9
I'm confident in the senior management team's ability to manage Aarhus University	3.8	3.8
At Aarhus University, employees are free to express criticism	3.5	3.5
I feel the possibilities for cooperation between departments/centres have improved	3.2	3.2
I feel the cooperation between the academic environments and the administrative centre at Science and Technology is good	3.0	3.0
I feel that my department/centre works with the psychological work environment in a relevant manner	3.5	3.5
I feel that the demands for external research funding are a source of insecurity, stress and a fragmented working day for me	2.7	2.7
Do you feel that you generally work much more than the agreed working hours?	1.5	1.5

On the following pages, the results for all statements are broken down by selected language. Results are only shown if there is a minimum of ten responses in a group. Responses from groups with less than ten responses are combined with the second-smallest group until a minimum of ten responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

SELECTED LANGUAGE	Danish	Total
I'm generally happy with my job	4.4	4.4
I feel motivated and engaged in my work	4.2	4.2
I would like to be employed at Aarhus University in a year's time	4.3	4.3
I would recommend Aarhus University as a place to work	4.0	4.0
I generally feel comfortable at work	4.4	4.4
I'm happy with my job prospects	3.7	3.7
My tasks are meaningful	4.2	4.2
I know what is expected of me as an employee	4.0	4.0
I receive information on important decisions, changes, plans for the future and the like	3.9	3.9
I have an appropriate level of influence on my work	4.5	4.5
I feel sufficiently recognised for the work I do	4.0	4.0
I feel that I am part of a community at my workplace	4.4	4.4
I generally don't feel lonely in connection with my work	4.2	4.2
There is an appropriate balance between my tasks and the time available for performing them	3.5	3.5
I'm able to perform my work to a standard that I'm satisfied with	3.7	3.7
My work/life balance is generally appropriate	3.8	3.8

SELECTED LANGUAGE	Danish	Total
I rarely experience stress to a degree which makes me feel unwell	3.6	3.6
I have the competencies I need to do my job well	4.5	4.5
I have opportunities for development	3.9	3.9
In my unit, we are good at working on tasks together	4.2	4.2
In my unit, we help and support each other	4.5	4.5
In my unit, we have good working relations with other units	3.9	3.9
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.4	4.4
In my unit, clear targets have been set, and we follow up on whether we meet them	3.8	3.8
In my unit, we are good at resolving disagreements and conflicts	3.8	3.8
My day-to-day management creates a good framework for my work	4.1	4.1
My day-to-day management is constructive in its approach to new ideas and suggestions	4.3	4.3
My day-to-day management is sufficiently accessible	4.2	4.2
My day-to-day management gives me sufficient help in prioritising my tasks	3.6	3.6
My day-to-day management provides sufficient feedback on my work	4.0	4.0
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.8	3.8
My day-to-day management makes the necessary decisions, even if they can be unpleasant	4.1	4.1

SELECTED LANGUAGE	Danish	Total
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.9	3.9
I'm confident in the senior management team's ability to manage Aarhus University	3.8	3.8
At Aarhus University, employees are free to express criticism	3.5	3.5
I feel the possibilities for cooperation between departments/centres have improved	3.2	3.2
I feel the cooperation between the academic environments and the administrative centre at Science and Technology is good	3.0	3.0
I feel that my department/centre works with the psychological work environment in a relevant manner	3.5	3.5
I feel that the demands for external research funding are a source of insecurity, stress and a fragmented working day for me	2.7	2.7
Do you feel that you generally work much more than the agreed working hours?	1.5	1.5

Does your employment depend on you attracting external funding (e.g. from research funds)?

	TAP	Særkørsel 5150 - TAP
Yes, my employment depends on me attracting funding for my own and others' employment	0%	0%
Yes, my employment depends on me attracting funding for my own employment	8%	8%
In part. I assist others in attracting funding for my employment	0%	0%
No, my employment is not dependent on me attracting external funding	92%	92%
Don't know/not relevant	0%	0%
Number of replies	13	13