



## 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



## 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).

## Your unit



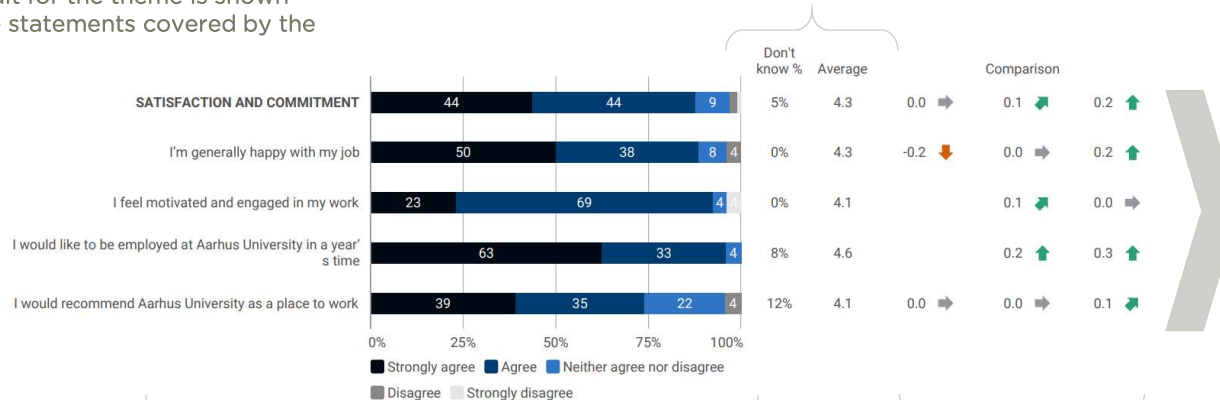
A comparative score of -0.1 indicates that the result in this report is 0.1 worse than the comparative result(s).



## 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.



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).

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

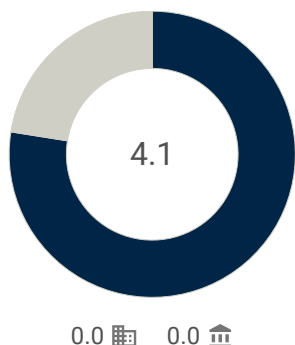
A red arrow indicates that the result in this report is worse than the comparative result(s).

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

## 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.

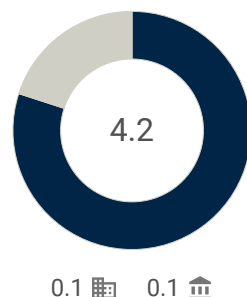
### Satisfaction and commitment



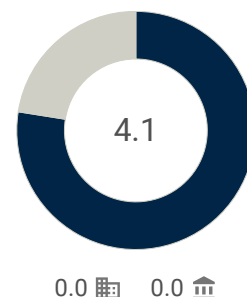
## Indicators

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.

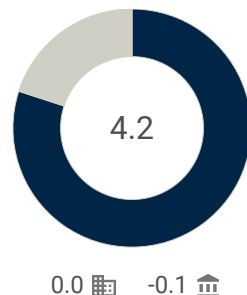
### Overall satisfaction



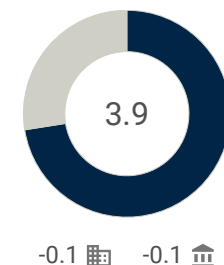
### Motivation and commitment



### Loyalty



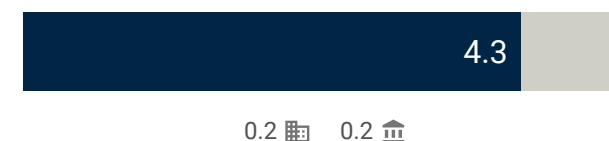
### Willingness to act as an ambassador



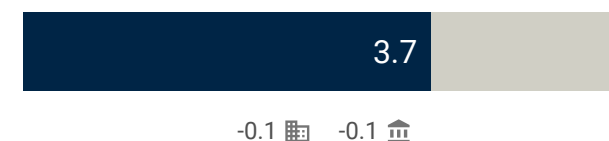
## Themes

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.

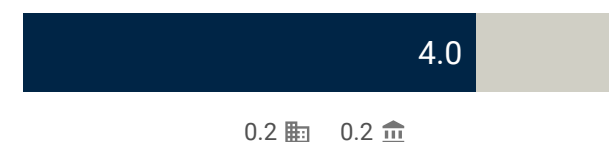
### Your development



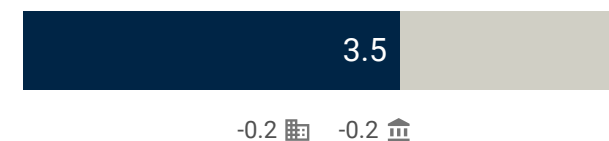
### Your work situation



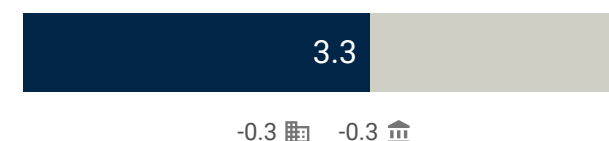
### Your unit



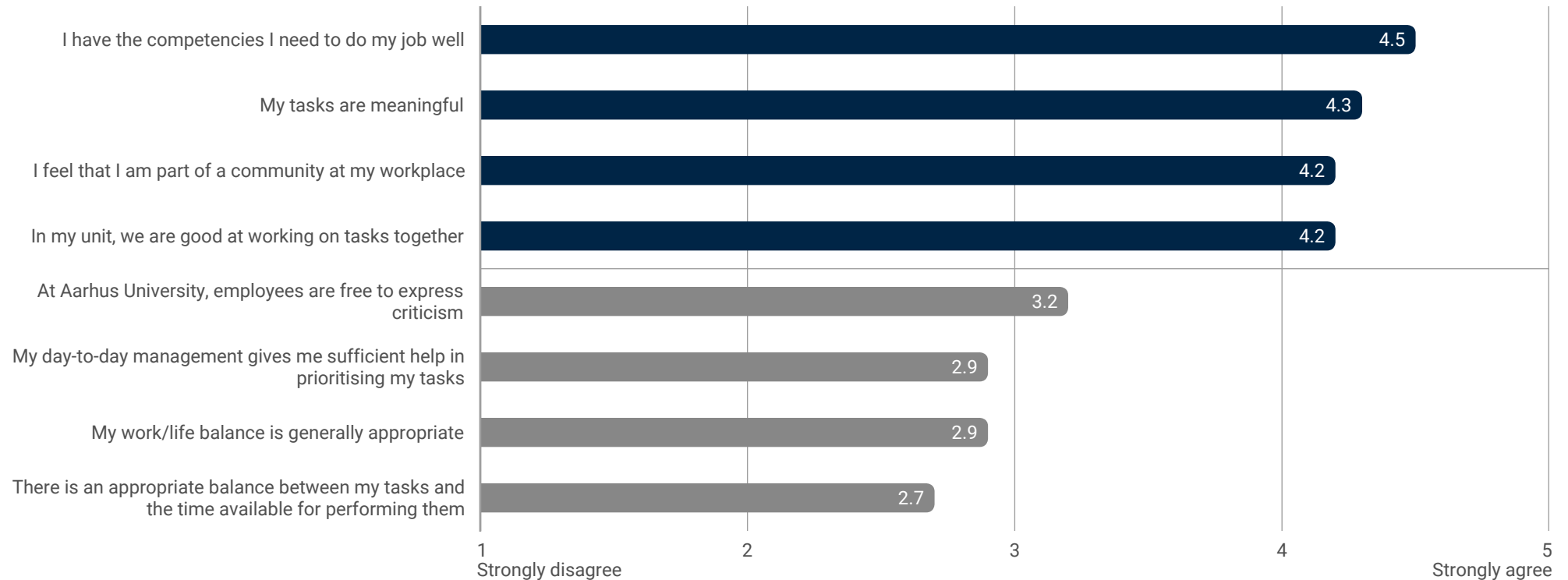
### Your day-to-day management

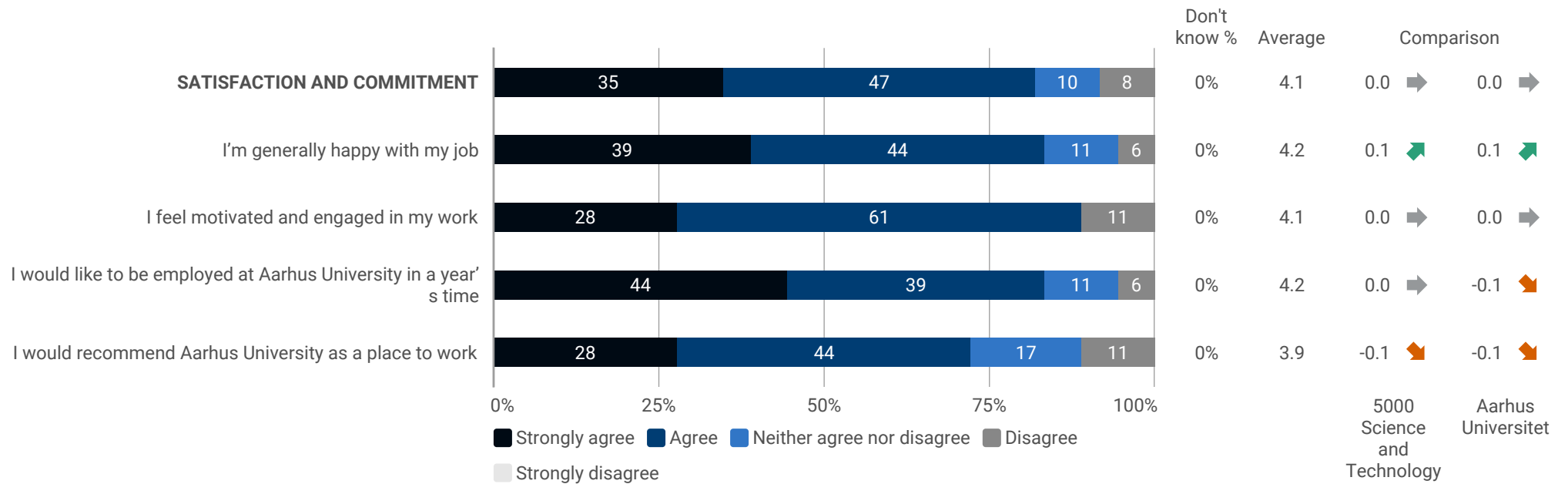


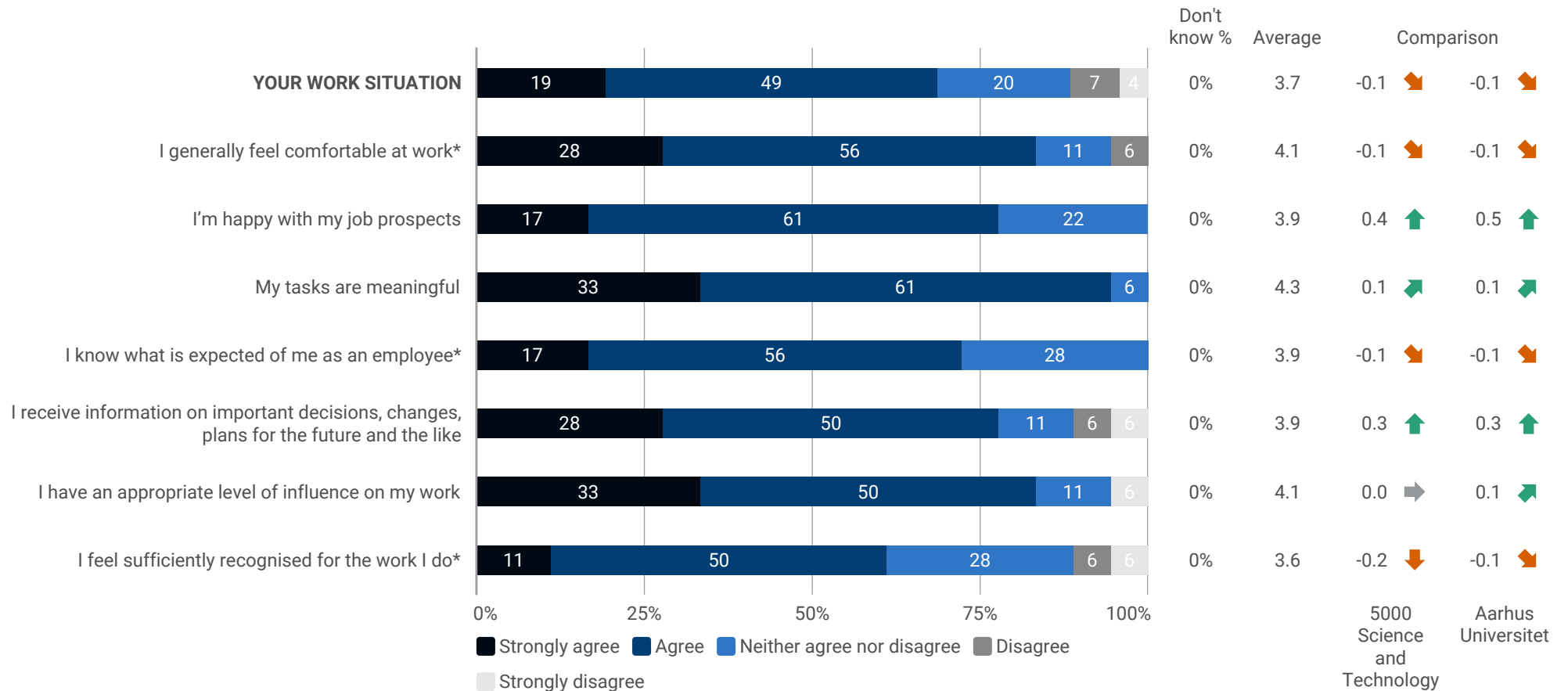
### Our organisation



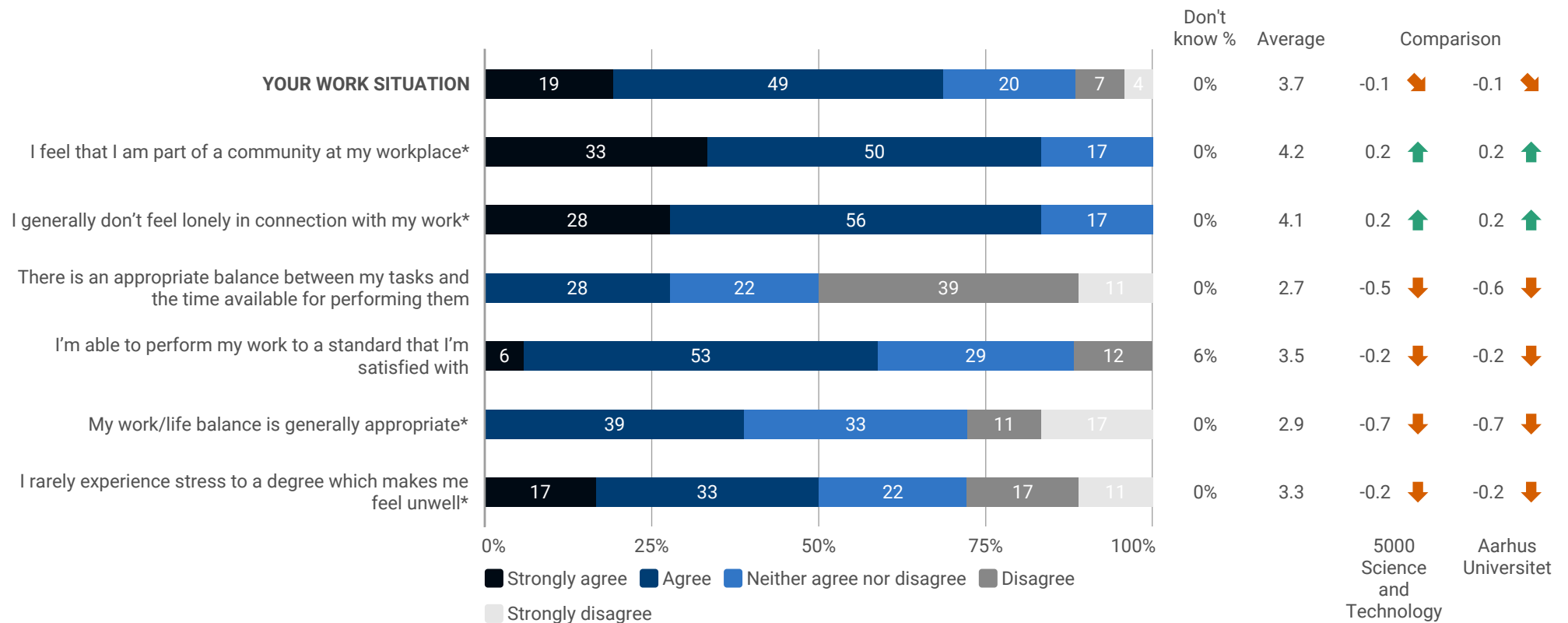
The four statements with the highest scores and the four statements with the lowest scores are shown below. The indicators are not included in the computation. All statements are assessed on a scale from 1 (Totally disagree) to 5 (Totally agree), where 2 corresponds to 'Disagree', 3 to 'Neither agree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



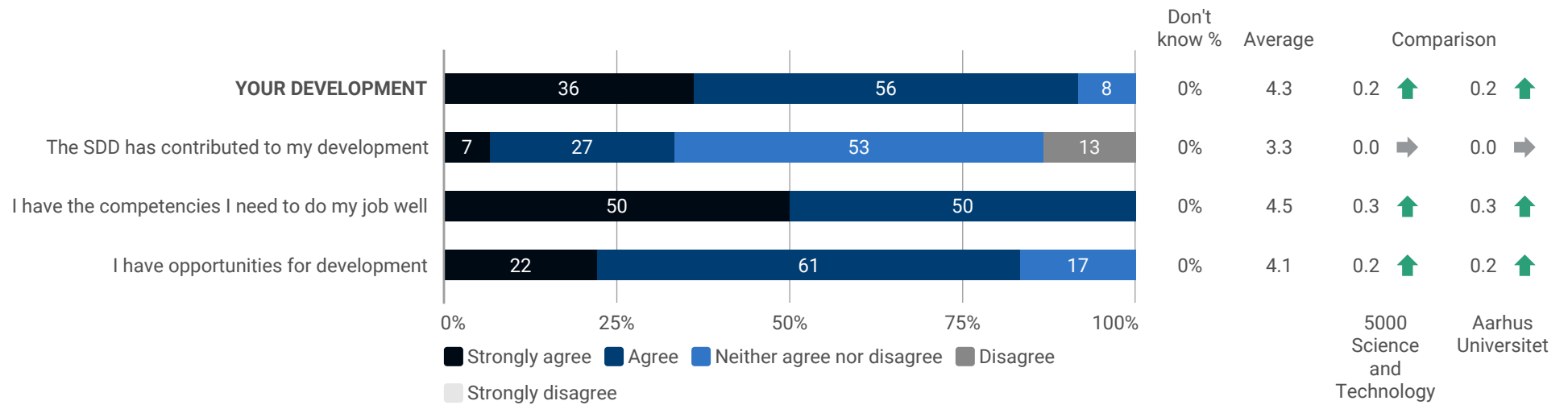




\* Note: Please note that the scale for statements marked with a \* were as follows in WPA 2016: Always/almost always, Often, Sometimes, Seldom, Never/almost never.

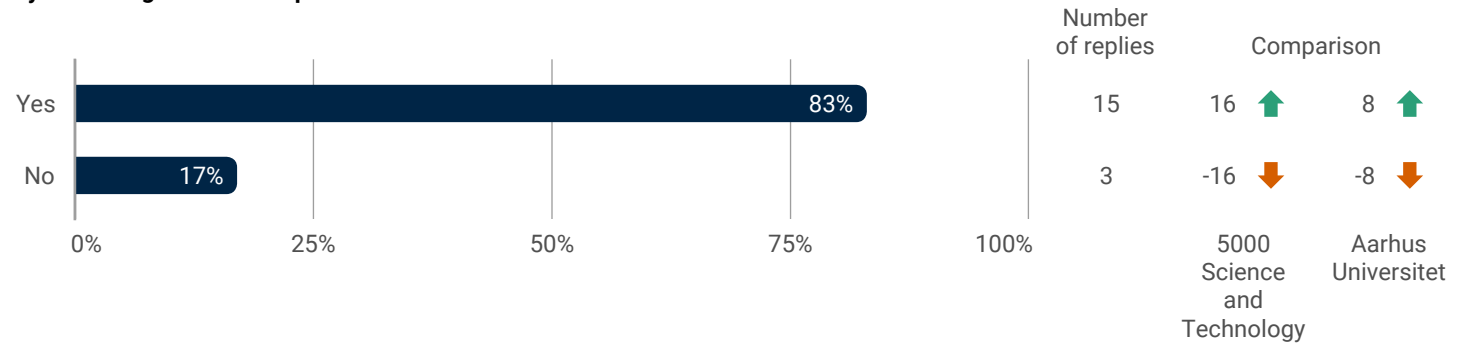


\* Note: Please note that the scale for statements marked with a \* were as follows in WPA 2016: Always/almost always, Often, Sometimes, Seldom, Never/almost never.

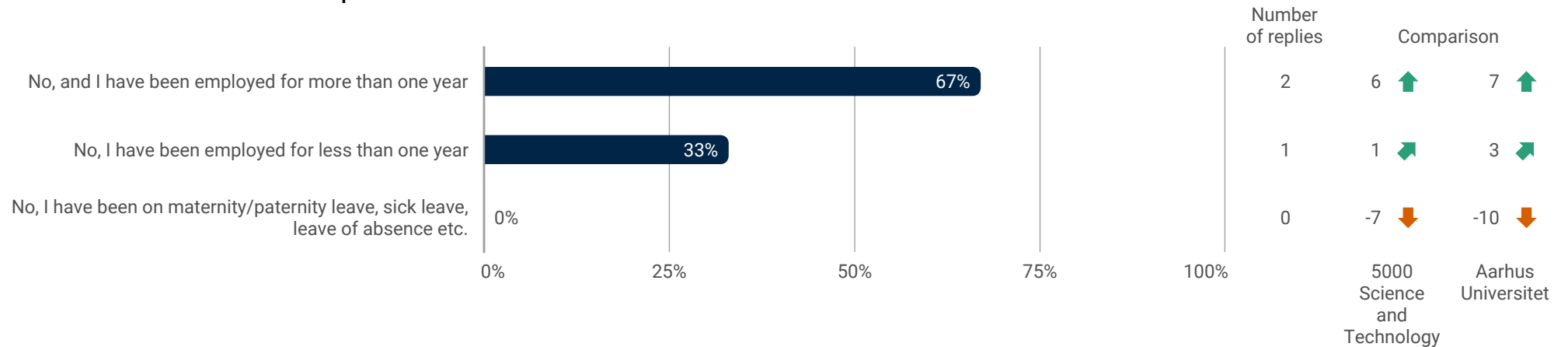


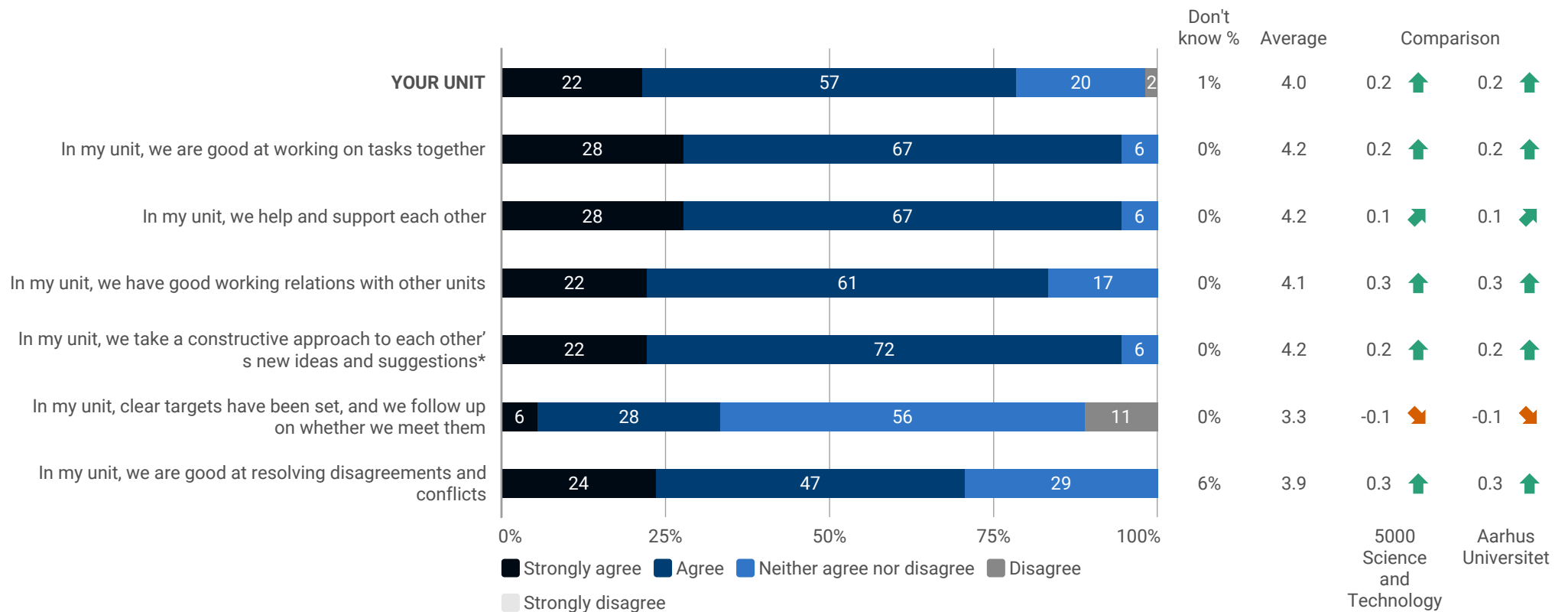
The question 'The SDD has contributed to my development' has only been asked of employees who have attended their SDD.  
The results are shown only if a minimum of ten employees have attended their SDD and is not part of the theme score.

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

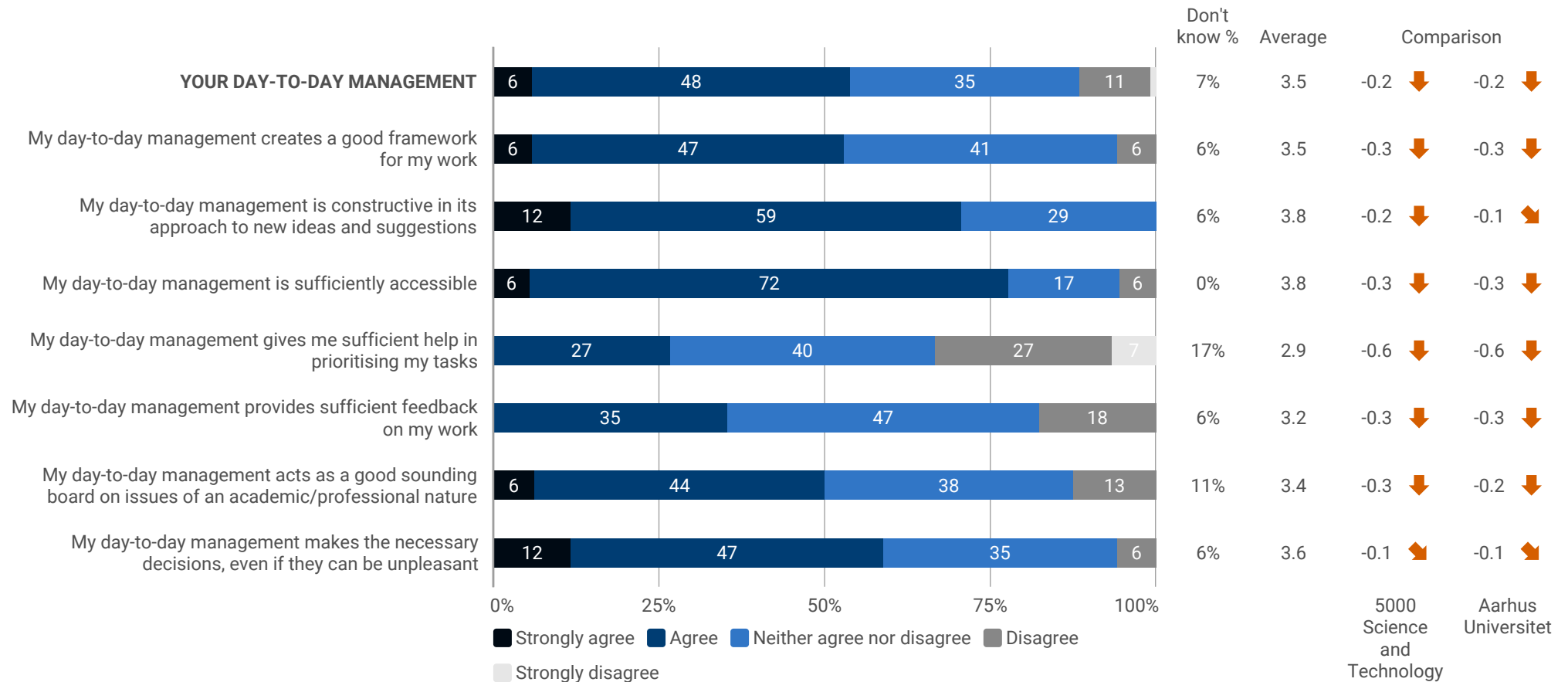


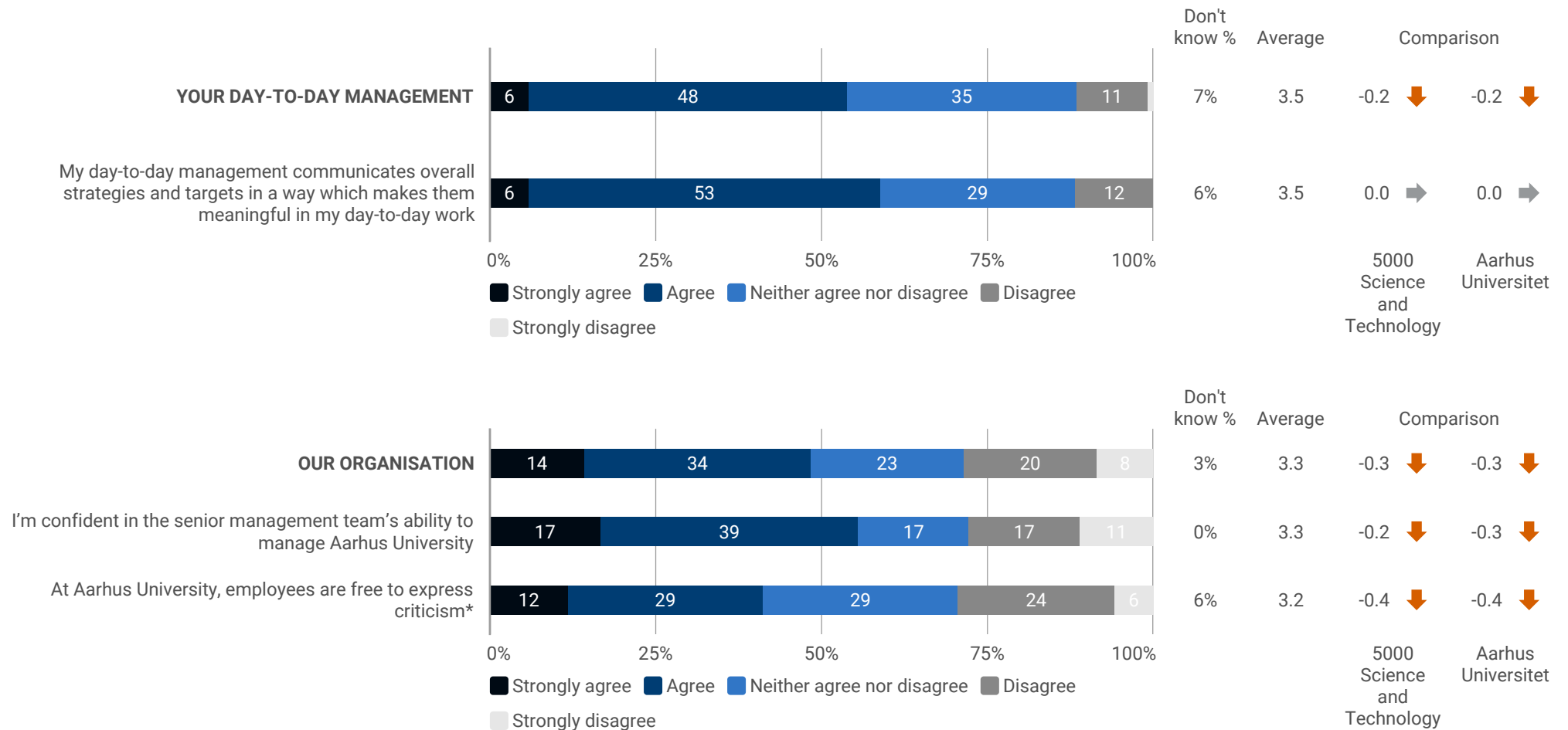
Distribution of No in the above mentioned question:



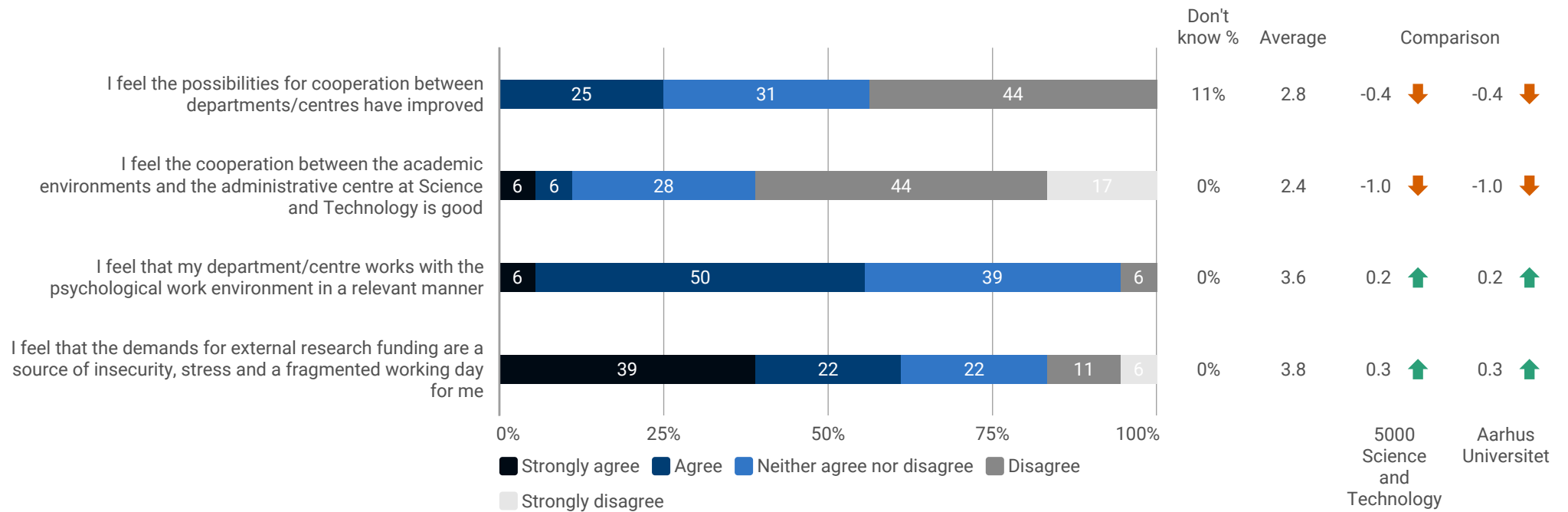


\* Note: Please note that the scale for statements marked with a \* were as follows in WPA 2016: Always/almost always, Often, Sometimes, Seldom, Never/almost never.

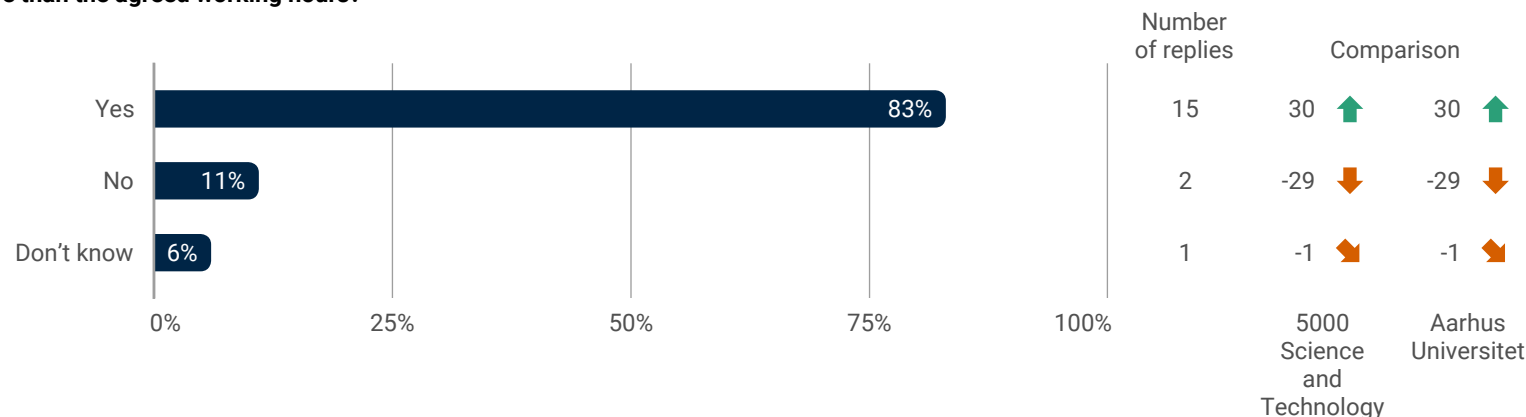




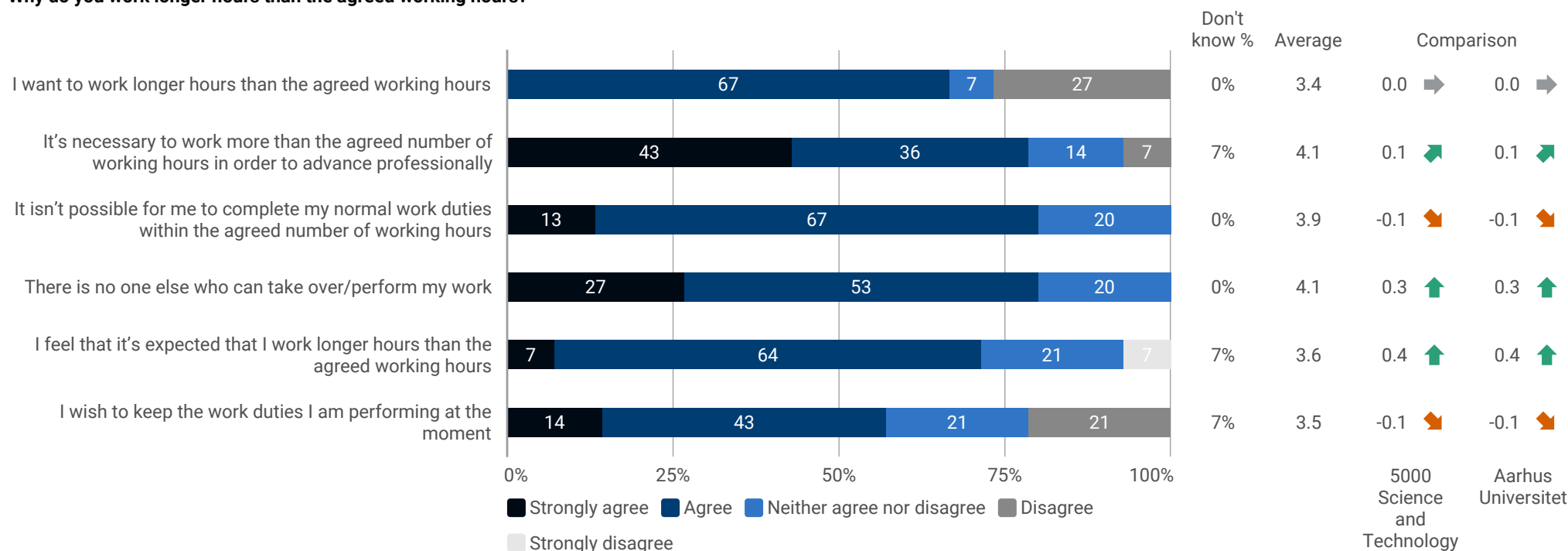
\* Note: Please note that the scale for statements marked with a \* were as follows in WPA 2016: Always/almost always, Often, Sometimes, Seldom, Never/almost never.



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



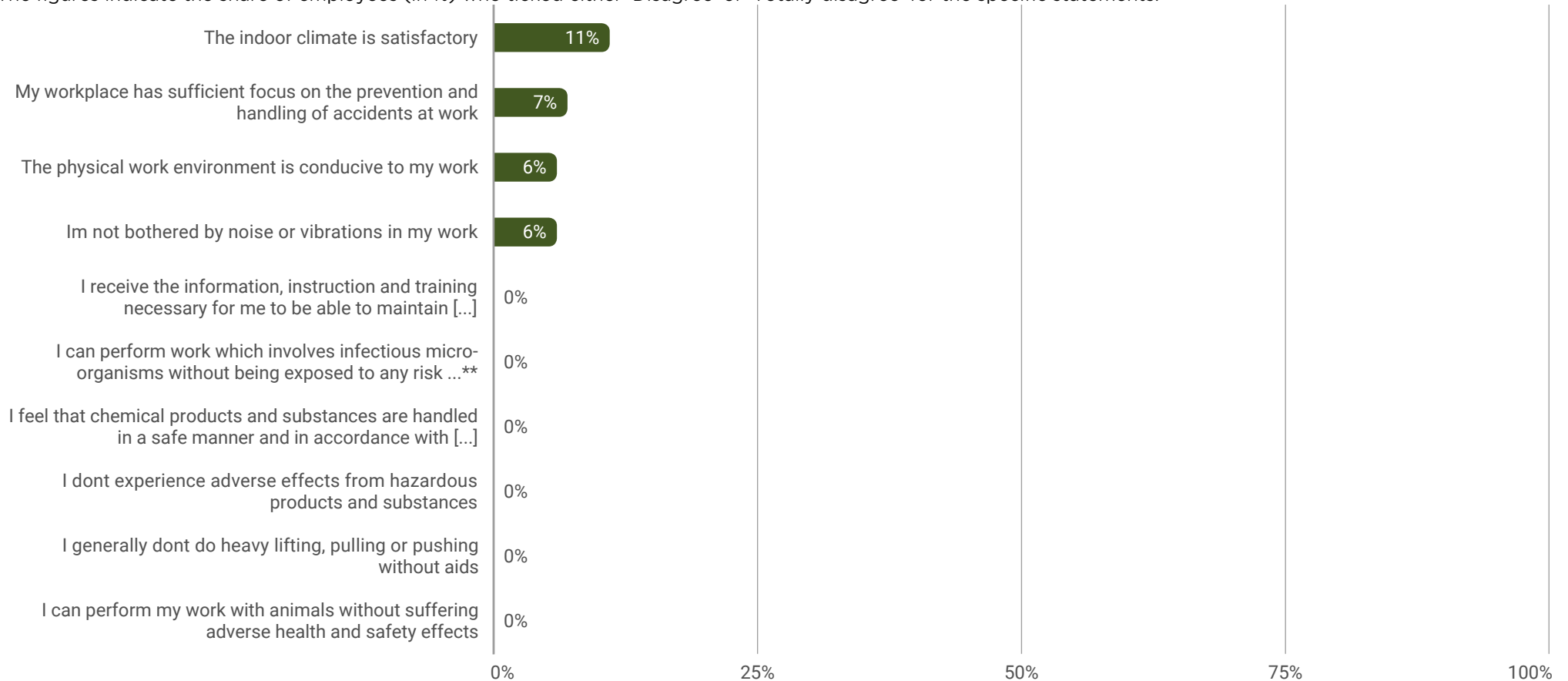
Why do you work longer hours than the agreed working hours?



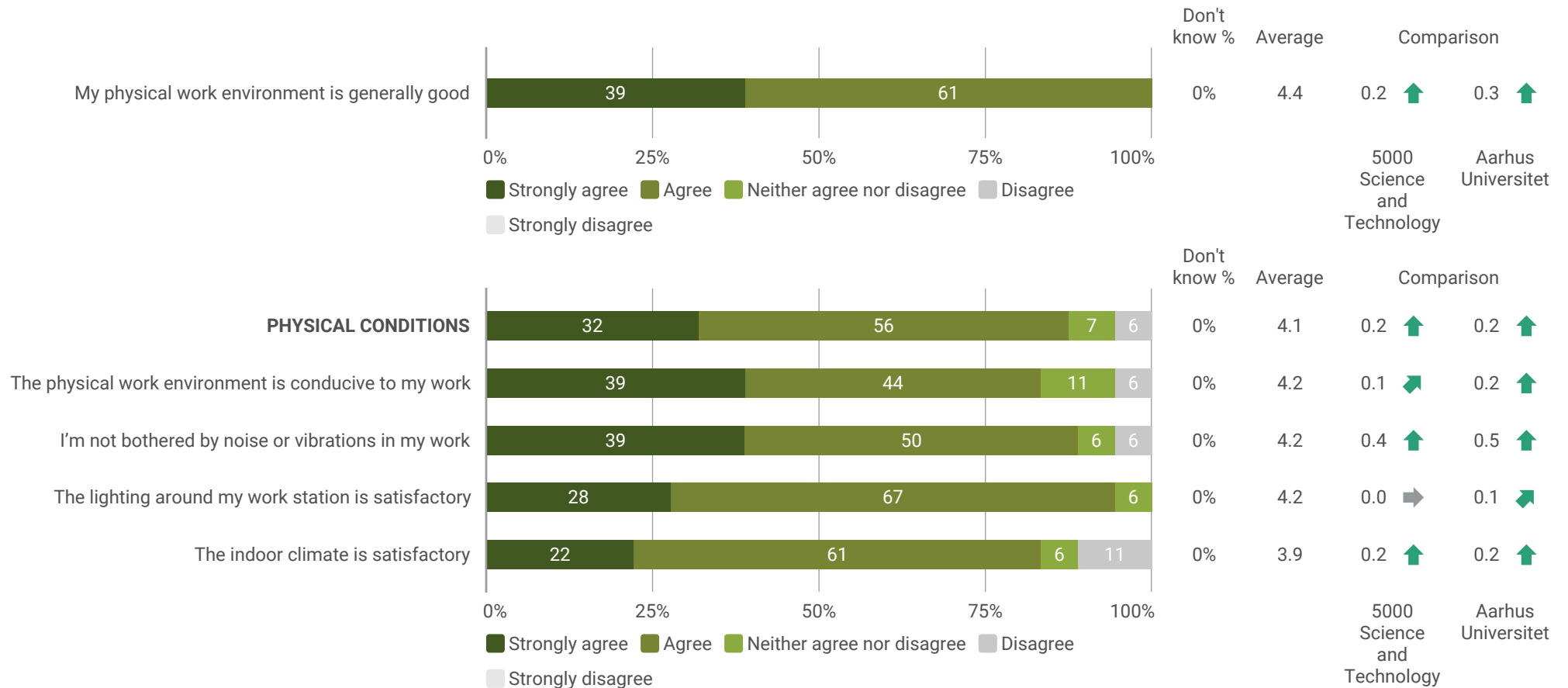
# PHYSICAL WPA

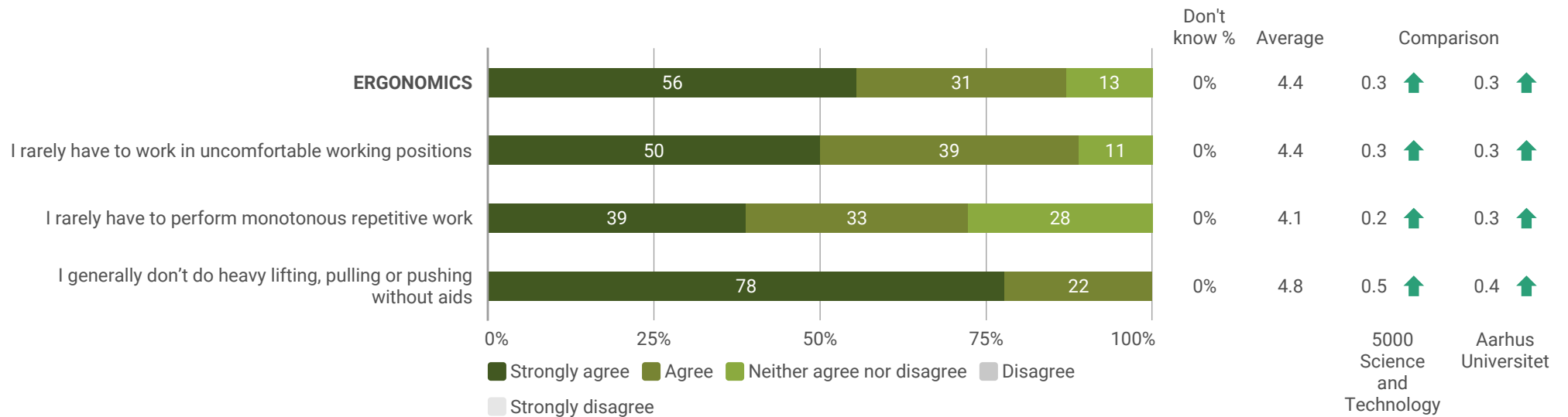
Below, you can see the ten statements from the physical WPA with the highest share of respondents who disagree.

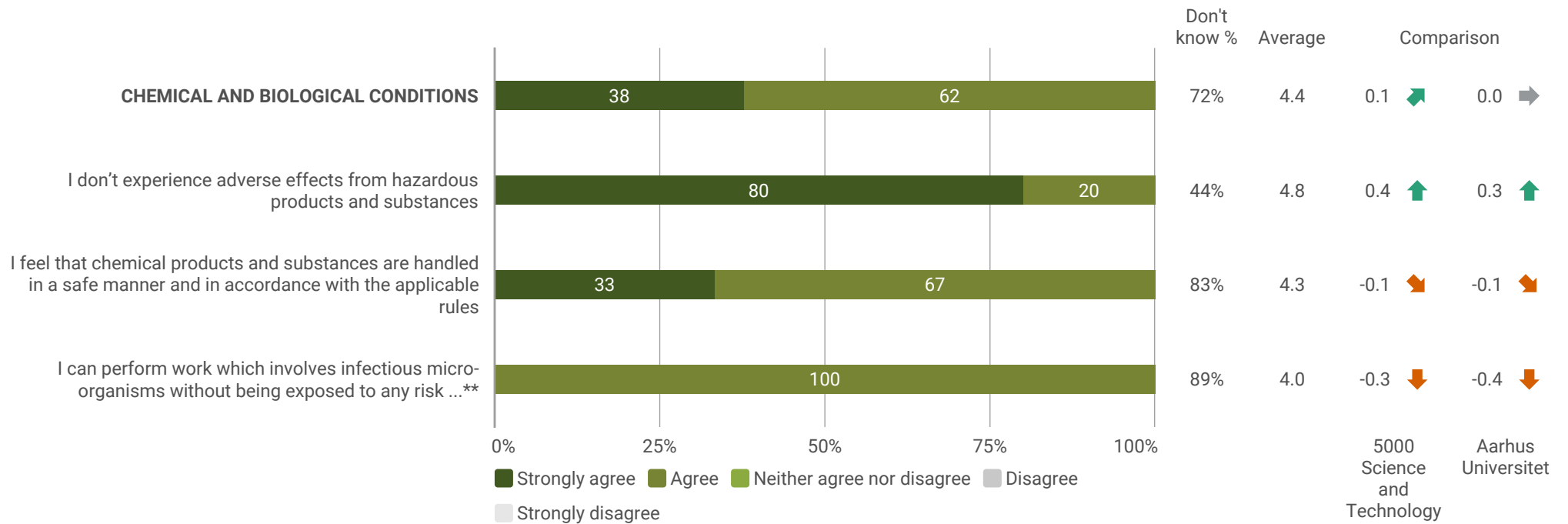
The figures indicate the share of employees (in %) who ticked either 'Disagree' or 'Totally disagree' for the specific statements.



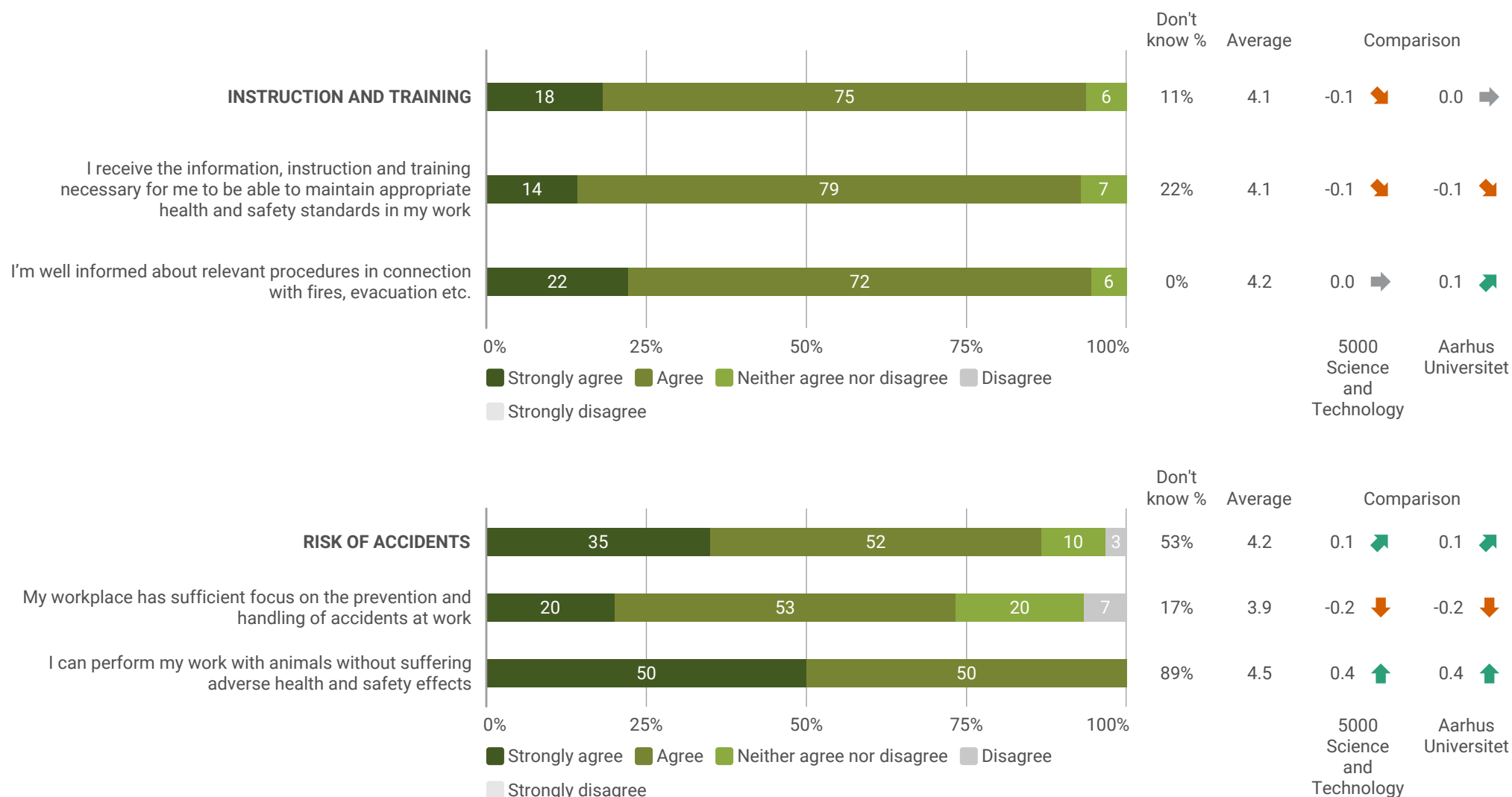
The results for the statements in the physical WPA are shown on the following pages.







\*\* 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.



# 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	VIP	Total
I'm generally happy with my job	4.2	4.2
I feel motivated and engaged in my work	4.1	4.1
I would like to be employed at Aarhus University in a year's time	4.2	4.2
I would recommend Aarhus University as a place to work	3.9	3.9
I generally feel comfortable at work	4.1	4.1
I'm happy with my job prospects	3.9	3.9
My tasks are meaningful	4.3	4.3
I know what is expected of me as an employee	3.9	3.9
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	4.1	4.1
I feel sufficiently recognised for the work I do	3.6	3.6
I feel that I am part of a community at my workplace	4.2	4.2
I generally don't feel lonely in connection with my work	4.1	4.1
There is an appropriate balance between my tasks and the time available for performing them	2.7	2.7
I'm able to perform my work to a standard that I'm satisfied with	3.5	3.5
My work/life balance is generally appropriate	2.9	2.9

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

JOB CATEGORY	VIP	Total
I rarely experience stress to a degree which makes me feel unwell	3.3	3.3
The SDD has contributed to my development	3.3	3.3
I have the competencies I need to do my job well	4.5	4.5
I have opportunities for development	4.1	4.1
In my unit, we are good at working on tasks together	4.2	4.2
In my unit, we help and support each other	4.2	4.2
In my unit, we have good working relations with other units	4.1	4.1
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.2	4.2
In my unit, clear targets have been set, and we follow up on whether we meet them	3.3	3.3
In my unit, we are good at resolving disagreements and conflicts	3.9	3.9
My day-to-day management creates a good framework for my work	3.5	3.5
My day-to-day management is constructive in its approach to new ideas and suggestions	3.8	3.8
My day-to-day management is sufficiently accessible	3.8	3.8
My day-to-day management gives me sufficient help in prioritising my tasks	2.9	2.9
My day-to-day management provides sufficient feedback on my work	3.2	3.2
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.4	3.4

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

JOB CATEGORY	VIP	Total
My day-to-day management makes the necessary decisions, even if they can be unpleasant	3.6	3.6
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.5	3.5
I'm confident in the senior management team's ability to manage Aarhus University	3.3	3.3
At Aarhus University, employees are free to express criticism	3.2	3.2
I feel the possibilities for cooperation between departments/centres have improved	2.8	2.8
I feel the cooperation between the academic environments and the administrative centre at Science and Technology is good	2.4	2.4
I feel that my department/centre works with the psychological work environment in a relevant manner	3.6	3.6
I feel that the demands for external research funding are a source of insecurity, stress and a fragmented working day for me	3.8	3.8
Do you feel that you generally work much more than the agreed working hours?	1.2	1.2
I want to work longer hours than the agreed working hours	3.4	3.4
It's necessary to work more than the agreed number of working hours in order to advance professionally	4.1	4.1
It isn't possible for me to complete my normal work duties within the agreed number of working hours	3.9	3.9
There is no one else who can take over/perform my work	4.1	4.1
I feel that it's expected that I work longer hours than the agreed working hours	3.6	3.6
I wish to keep the work duties I am performing at the moment	3.5	3.5

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

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	4.2	4.2
I feel motivated and engaged in my work	4.1	4.1
I would like to be employed at Aarhus University in a year's time	4.2	4.2
I would recommend Aarhus University as a place to work	3.9	3.9
I generally feel comfortable at work	4.1	4.1
I'm happy with my job prospects	3.9	3.9
My tasks are meaningful	4.3	4.3
I know what is expected of me as an employee	3.9	3.9
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	4.1	4.1
I feel sufficiently recognised for the work I do	3.6	3.6
I feel that I am part of a community at my workplace	4.2	4.2
I generally don't feel lonely in connection with my work	4.1	4.1
There is an appropriate balance between my tasks and the time available for performing them	2.7	2.7
I'm able to perform my work to a standard that I'm satisfied with	3.5	3.5
My work/life balance is generally appropriate	2.9	2.9

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

AGE	Other	Total
I rarely experience stress to a degree which makes me feel unwell	3.3	3.3
The SDD has contributed to my development	3.3	3.3
I have the competencies I need to do my job well	4.5	4.5
I have opportunities for development	4.1	4.1
In my unit, we are good at working on tasks together	4.2	4.2
In my unit, we help and support each other	4.2	4.2
In my unit, we have good working relations with other units	4.1	4.1
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.2	4.2
In my unit, clear targets have been set, and we follow up on whether we meet them	3.3	3.3
In my unit, we are good at resolving disagreements and conflicts	3.9	3.9
My day-to-day management creates a good framework for my work	3.5	3.5
My day-to-day management is constructive in its approach to new ideas and suggestions	3.8	3.8
My day-to-day management is sufficiently accessible	3.8	3.8
My day-to-day management gives me sufficient help in prioritising my tasks	2.9	2.9
My day-to-day management provides sufficient feedback on my work	3.2	3.2
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.4	3.4

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

AGE	Other	Total
My day-to-day management makes the necessary decisions, even if they can be unpleasant	3.6	3.6
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.5	3.5
I'm confident in the senior management team's ability to manage Aarhus University	3.3	3.3
At Aarhus University, employees are free to express criticism	3.2	3.2
I feel the possibilities for cooperation between departments/centres have improved	2.8	2.8
I feel the cooperation between the academic environments and the administrative centre at Science and Technology is good	2.4	2.4
I feel that my department/centre works with the psychological work environment in a relevant manner	3.6	3.6
I feel that the demands for external research funding are a source of insecurity, stress and a fragmented working day for me	3.8	3.8
Do you feel that you generally work much more than the agreed working hours?	1.2	1.2
I want to work longer hours than the agreed working hours	3.4	3.4
It's necessary to work more than the agreed number of working hours in order to advance professionally	4.1	4.1
It isn't possible for me to complete my normal work duties within the agreed number of working hours	3.9	3.9
There is no one else who can take over/perform my work	4.1	4.1
I feel that it's expected that I work longer hours than the agreed working hours	3.6	3.6
I wish to keep the work duties I am performing at the moment	3.5	3.5

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

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	4.2	4.2
I feel motivated and engaged in my work	4.1	4.1
I would like to be employed at Aarhus University in a year's time	4.2	4.2
I would recommend Aarhus University as a place to work	3.9	3.9
I generally feel comfortable at work	4.1	4.1
I'm happy with my job prospects	3.9	3.9
My tasks are meaningful	4.3	4.3
I know what is expected of me as an employee	3.9	3.9
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	4.1	4.1
I feel sufficiently recognised for the work I do	3.6	3.6
I feel that I am part of a community at my workplace	4.2	4.2
I generally don't feel lonely in connection with my work	4.1	4.1
There is an appropriate balance between my tasks and the time available for performing them	2.7	2.7
I'm able to perform my work to a standard that I'm satisfied with	3.5	3.5
My work/life balance is generally appropriate	2.9	2.9

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

GENDER	Other	Total
I rarely experience stress to a degree which makes me feel unwell	3.3	3.3
The SDD has contributed to my development	3.3	3.3
I have the competencies I need to do my job well	4.5	4.5
I have opportunities for development	4.1	4.1
In my unit, we are good at working on tasks together	4.2	4.2
In my unit, we help and support each other	4.2	4.2
In my unit, we have good working relations with other units	4.1	4.1
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.2	4.2
In my unit, clear targets have been set, and we follow up on whether we meet them	3.3	3.3
In my unit, we are good at resolving disagreements and conflicts	3.9	3.9
My day-to-day management creates a good framework for my work	3.5	3.5
My day-to-day management is constructive in its approach to new ideas and suggestions	3.8	3.8
My day-to-day management is sufficiently accessible	3.8	3.8
My day-to-day management gives me sufficient help in prioritising my tasks	2.9	2.9
My day-to-day management provides sufficient feedback on my work	3.2	3.2
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.4	3.4

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

GENDER	Other	Total
My day-to-day management makes the necessary decisions, even if they can be unpleasant	3.6	3.6
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.5	3.5
I'm confident in the senior management team's ability to manage Aarhus University	3.3	3.3
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I feel the possibilities for cooperation between departments/centres have improved	2.8	2.8
I feel the cooperation between the academic environments and the administrative centre at Science and Technology is good	2.4	2.4
I feel that my department/centre works with the psychological work environment in a relevant manner	3.6	3.6
I feel that the demands for external research funding are a source of insecurity, stress and a fragmented working day for me	3.8	3.8
Do you feel that you generally work much more than the agreed working hours?	1.2	1.2
I want to work longer hours than the agreed working hours	3.4	3.4
It's necessary to work more than the agreed number of working hours in order to advance professionally	4.1	4.1
It isn't possible for me to complete my normal work duties within the agreed number of working hours	3.9	3.9
There is no one else who can take over/perform my work	4.1	4.1
I feel that it's expected that I work longer hours than the agreed working hours	3.6	3.6
I wish to keep the work duties I am performing at the moment	3.5	3.5

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

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	Other	Total
I'm generally happy with my job	4.2	4.2
I feel motivated and engaged in my work	4.1	4.1
I would like to be employed at Aarhus University in a year's time	4.2	4.2
I would recommend Aarhus University as a place to work	3.9	3.9
I generally feel comfortable at work	4.1	4.1
I'm happy with my job prospects	3.9	3.9
My tasks are meaningful	4.3	4.3
I know what is expected of me as an employee	3.9	3.9
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	4.1	4.1
I feel sufficiently recognised for the work I do	3.6	3.6
I feel that I am part of a community at my workplace	4.2	4.2
I generally don't feel lonely in connection with my work	4.1	4.1
There is an appropriate balance between my tasks and the time available for performing them	2.7	2.7
I'm able to perform my work to a standard that I'm satisfied with	3.5	3.5
My work/life balance is generally appropriate	2.9	2.9

<3.0
<3.5
<4.0
<4.5
≥4.5

SELECTED LANGUAGE	Other	Total
I rarely experience stress to a degree which makes me feel unwell	3.3	3.3
The SDD has contributed to my development	3.3	3.3
I have the competencies I need to do my job well	4.5	4.5
I have opportunities for development	4.1	4.1
In my unit, we are good at working on tasks together	4.2	4.2
In my unit, we help and support each other	4.2	4.2
In my unit, we have good working relations with other units	4.1	4.1
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.2	4.2
In my unit, clear targets have been set, and we follow up on whether we meet them	3.3	3.3
In my unit, we are good at resolving disagreements and conflicts	3.9	3.9
My day-to-day management creates a good framework for my work	3.5	3.5
My day-to-day management is constructive in its approach to new ideas and suggestions	3.8	3.8
My day-to-day management is sufficiently accessible	3.8	3.8
My day-to-day management gives me sufficient help in prioritising my tasks	2.9	2.9
My day-to-day management provides sufficient feedback on my work	3.2	3.2
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.4	3.4

<3.0
<3.5
<4.0
<4.5
≥4.5

SELECTED LANGUAGE	Other	Total
My day-to-day management makes the necessary decisions, even if they can be unpleasant	3.6	3.6
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.5	3.5
I'm confident in the senior management team's ability to manage Aarhus University	3.3	3.3
At Aarhus University, employees are free to express criticism	3.2	3.2
I feel the possibilities for cooperation between departments/centres have improved	2.8	2.8
I feel the cooperation between the academic environments and the administrative centre at Science and Technology is good	2.4	2.4
I feel that my department/centre works with the psychological work environment in a relevant manner	3.6	3.6
I feel that the demands for external research funding are a source of insecurity, stress and a fragmented working day for me	3.8	3.8
Do you feel that you generally work much more than the agreed working hours?	1.2	1.2
I want to work longer hours than the agreed working hours	3.4	3.4
It's necessary to work more than the agreed number of working hours in order to advance professionally	4.1	4.1
It isn't possible for me to complete my normal work duties within the agreed number of working hours	3.9	3.9
There is no one else who can take over/perform my work	4.1	4.1
I feel that it's expected that I work longer hours than the agreed working hours	3.6	3.6
I wish to keep the work duties I am performing at the moment	3.5	3.5

<3.0
  <3.5
  <4.0
  <4.5
  ≥4.5

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

	VIP	Særkørsel 5150 - VIP fastansatte
Yes, my employment depends on me attracting funding for my own and others' employment	6%	6%
Yes, my employment depends on me attracting funding for my own employment	0%	0%
In part. I assist others in attracting funding for my employment	0%	0%
No, my employment is not dependent on me attracting external funding	89%	89%
Don't know/not relevant	6%	6%
Number of replies	18	18