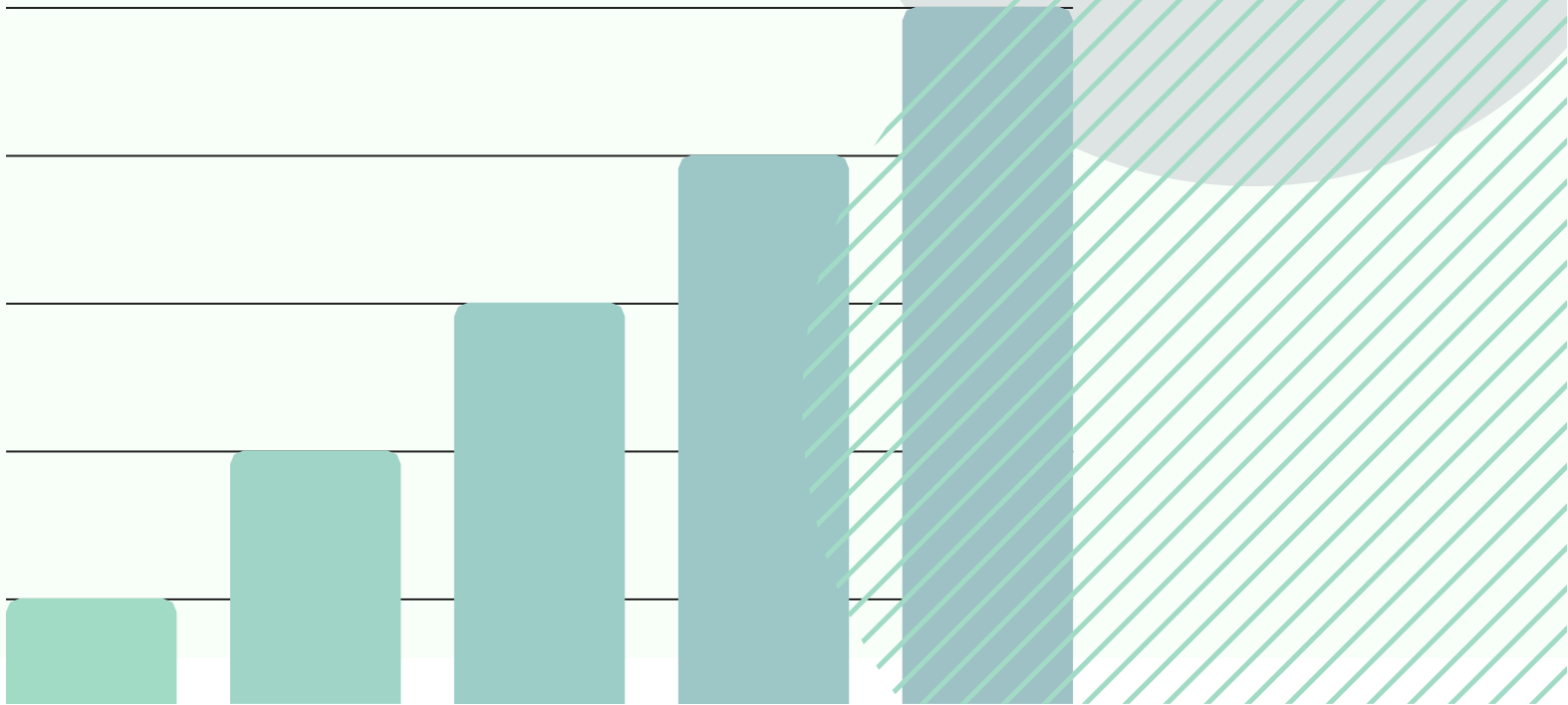




AALBORG UNIVERSITY
DENMARK

AAU STAFFWELBEING BAROMETER 2021

Department of Materials and Pro-
duction (MP)



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PREFACE

This report contains summaries of the responses received from the job satisfaction and motivation questionnaire circulated at AAU by the Central Section for Occupational Health and Safety¹ on 30. November 2021.

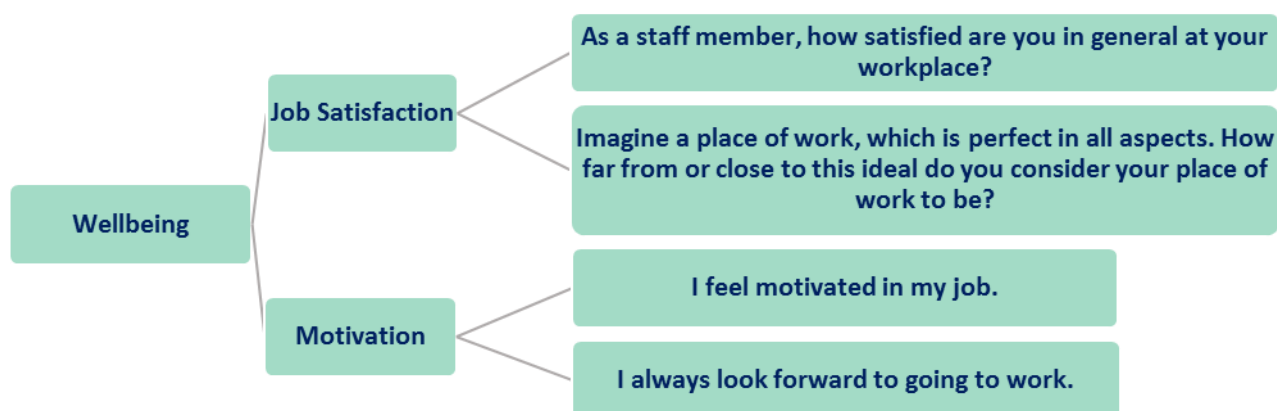
The nine questions were phrased to be included in the AAU workplace evaluation. The summaries of the responses may serve as inspiration for the planning of the inspection rounds along with the general observations from staff appraisal interviews and group appraisal interviews. The summaries of the responses may serve as inspiration for a dialogue on proactive preventive policies to promote occupational health and safety.

The results of the 2019 and 2020 staff wellbeing barometer are included in the report; this will provide an overview of the variations over the years as regards staff wellbeing at AAU. It will also give us an opportunity to discuss the correlation between the development in the results and the occupational health and safety measures taken during the same period.

METHOD

All AAU staff received an electronic questionnaire on 30. November 2021. The questionnaire was addressed to them personally and contained nine closed-ended questions. When the response period expired at 23:59 on Tuesday 14. December 2021, 69 per cent of all addressees had answered the questionnaire.

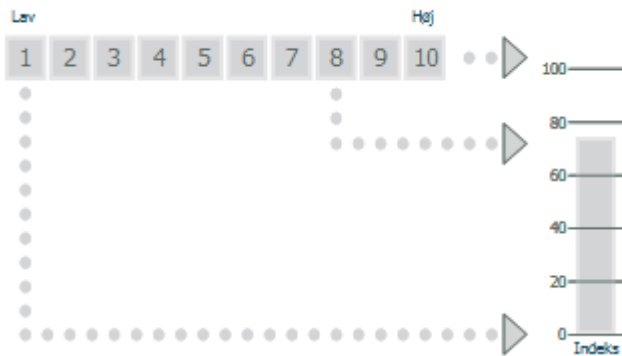
The first four questions measure "Wellbeing" based on a satisfaction factor and a motivation factor. "Satisfaction" is measured as the score of the first two questions in combination. "Motivation" is measured as the score of the next two questions in combination.



¹ Exempt: Rector; Pro-rector; deans; the University Director; the Innovation Director; part-time lecturers; teaching assistants; student assistants; student teachers; clinical associate professors and clinical professors and members of staff on leave during the period. A small number of staff received the invitation to participate at a later date as their mail addresses were not available at the time of circulation.

Aalborg University's Wellbeing barometer 2021
Results for Department of Materials and Production (MP)

In the questionnaire, respondents have answered the questions on a scale of 1 to 10, where 1 is the lowest and 10 is the highest rating. All responses are then converted to a 0-100 scale. If a respondent ticked off '1' in the questionnaire, this is converted to the score '0'. If the response was '2', this was converted to 11.1 $((100/9)*(2-1))$, '3' was converted to 22.2 etc. If a respondent ticked off 'Don't know' or did not respond to a question, this was calculated as 'Missing'.

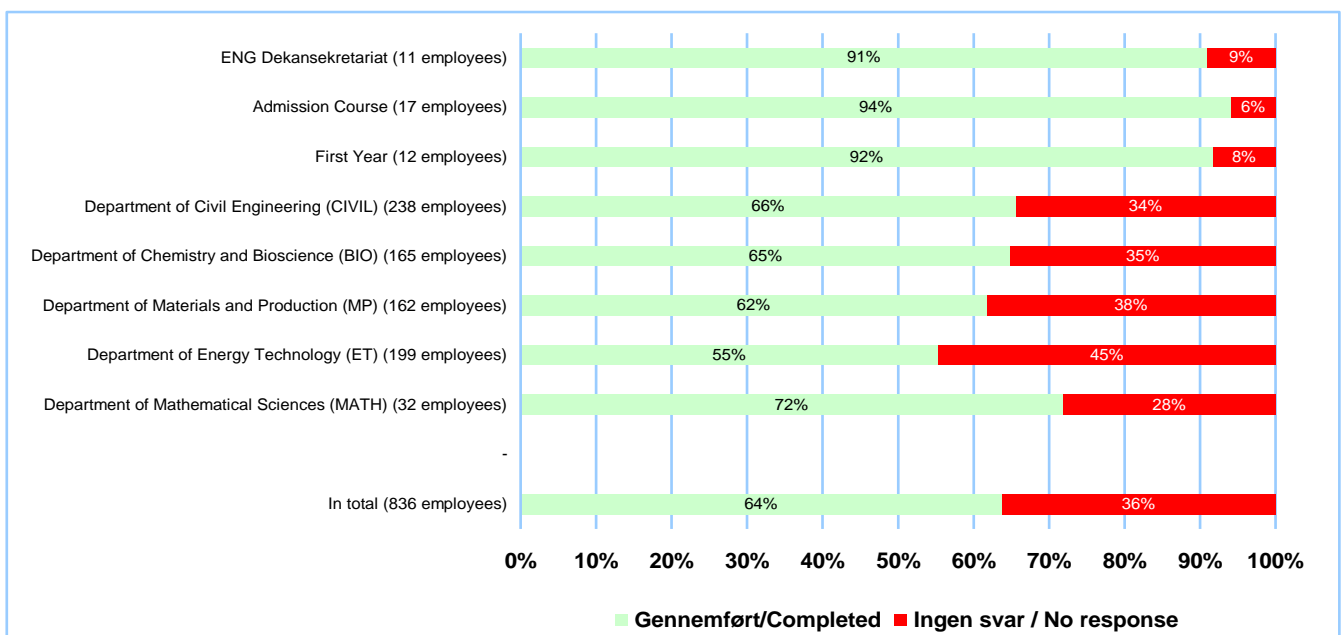


CONFIDENTIALITY

Respondents were guaranteed confidentiality as regards the processing of the data; all results will therefore only be listed in the statistics in groups of at least ten responses. In question 9, results for (the categories pertaining to) offensive and abusive acts will only be reported where 19 or more respondents have replied.

RESPONSE RATE FOR ENGINEERING DISTRIBUTED ACROSS DEPARTMENTS

The diagram below illustrates the response rate of ENGINEERING. The number of potential respondents is stated in parentheses after each department. The numbers in the columns correspond to the percentage of the full population illustrated by the column.

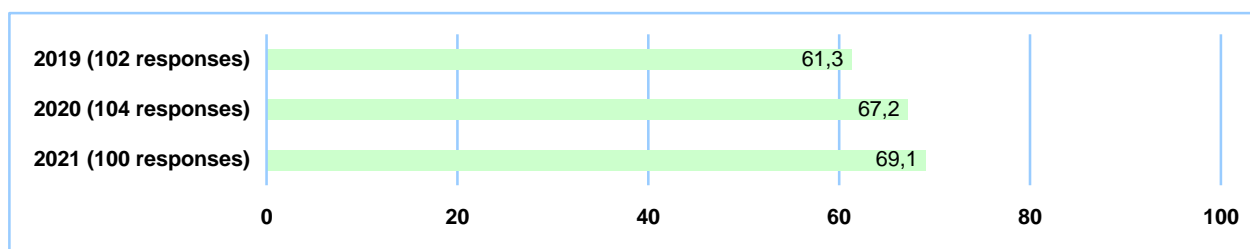


WELLBEING BAROMETER FOR DEPARTMENT OF MATERIALS AND PRODUCTION (MP)

The numbers in the parentheses show the number of respondents whose responses form the basis of the calculated score.

WELLBEING

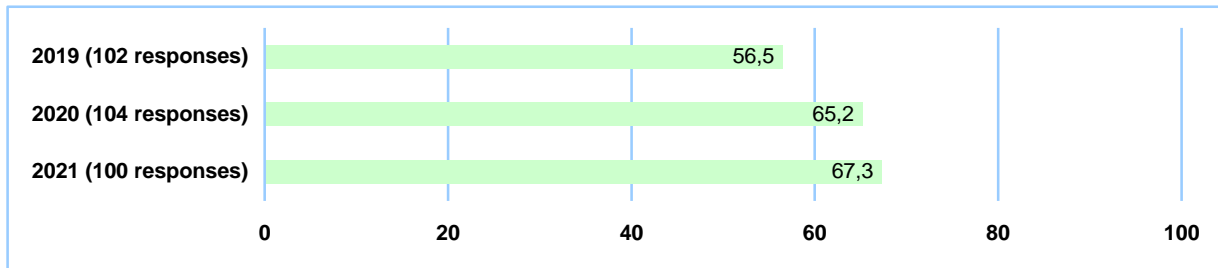
Split on: Year of survey



JOB SATISFACTION RATES FOR DEPARTMENT OF MATERIALS AND PRODUCTION (MP)

JOB SATISFACTION

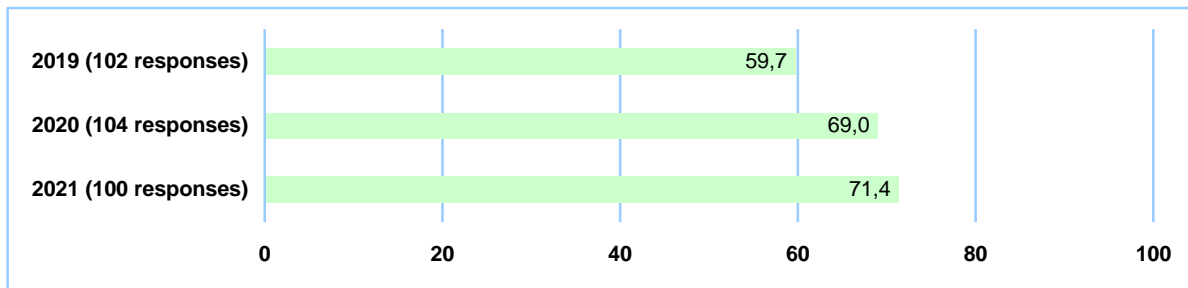
Split on: Year of survey



RATING FOR THE TWO QUESTIONS ON JOB SATISFACTION

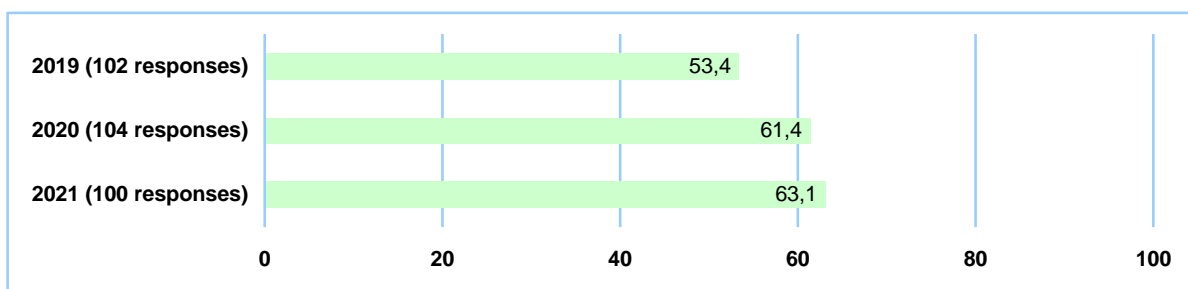
AS A STAFF MEMBER, HOW SATISFIED ARE YOU IN GENERAL AT YOUR WORKPLACE?

Split on: Year of survey



IMAGINE THE PERFECT PLACE TO BE AN EMPLOYEE. HOW CLOSE TO THIS IDEAL IS YOUR WORKPLACE?

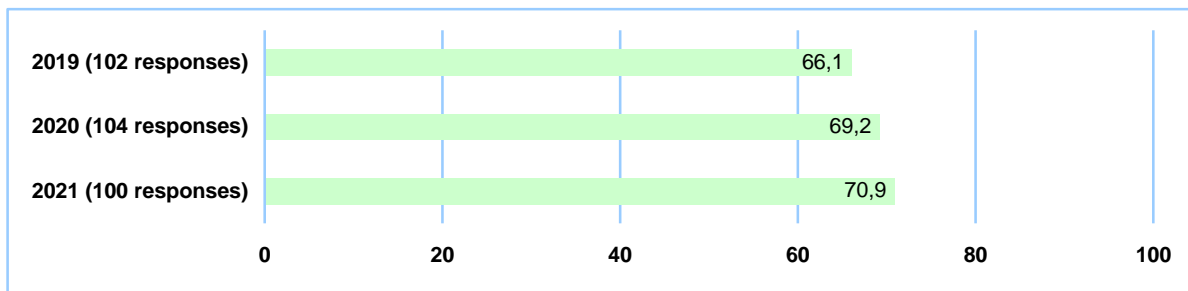
Split on: Year of survey



MOTIVATION RATES FOR DEPARTMENT OF MATERIALS AND PRODUCTION (MP)

MOTIVATION

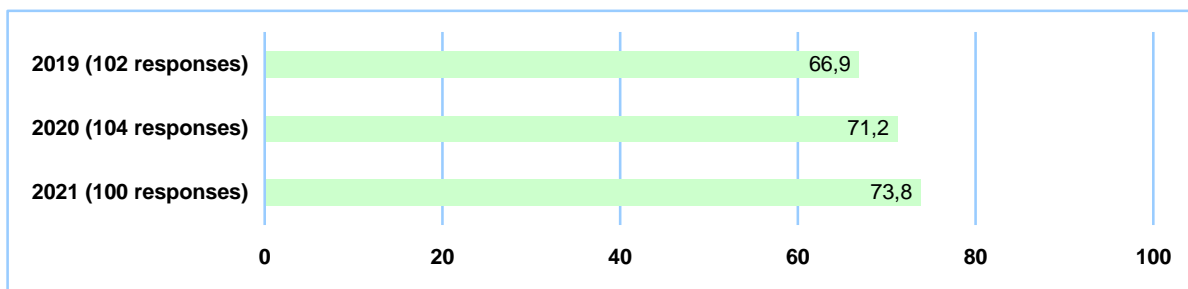
Split on: Year of survey



RATING FOR THE TWO QUESTIONS ON MOTIVATION

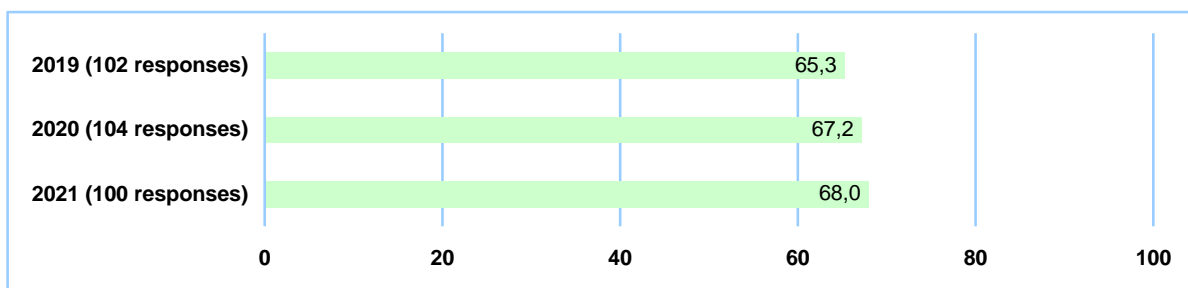
I FEEL MOTIVATED IN MY JOB

Split on: Year of survey



I ALWAYS LOOK FORWARD TO GOING TO WORK

Split on: Year of survey

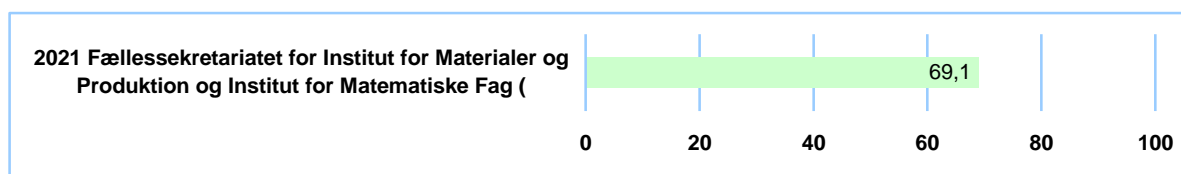


WELLBEING CALCULATED ON THE BASIS OF RE- SPONSES IN THE GROUPS

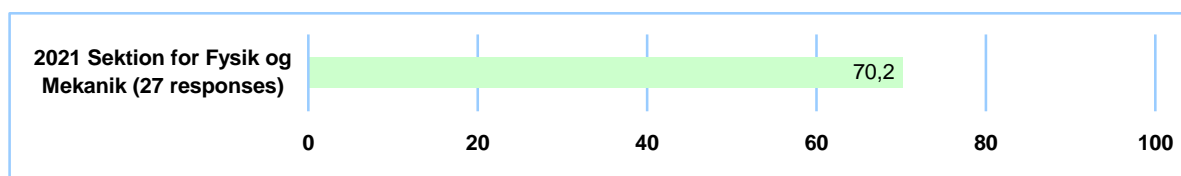
WELLBEING

Split on: Sections/areas

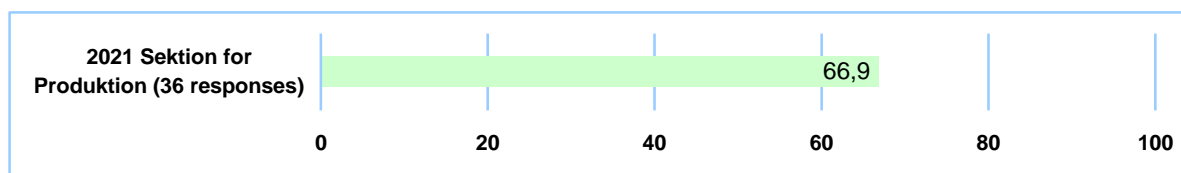
Fællessekretariatet for Institut for Materialer og Produktion og Institut for Matematiske Fag



Sektion for Fysik og Mekanik



Sektion for Produktion



Aalborg University's Wellbeing barometer 2021
Results for Department of Materials and Production (MP)

WELLBEING

Split on: VIP/TAP

	2019 Rating (response)	2020: Rating (response)	2021 Rating (response)	Development from 2020 to 2021
VIP	60,8 (68)	64,1 (62)	67,8 (63)	3,7
TAP	62,3 (34)	71,8 (42)	71,2 (37)	-0,6

WELLBEING

Split on: Gender

	2019 Rating (response)	2020: Rating (response)	2021 Rating (response)	Development from 2020 to 2021
Male	62,6 (72)	66,1 (67)	69,4 (65)	3,3
Female	58,1 (30)	69,1 (37)	68,6 (35)	-0,5

WELLBEING

Split on: Age

	2019 Rating (response)	2020: Rating (response)	2021 Rating (response)	Development from 2020 to 2021
Under the age of 45	61,3 (59)	63,5 (55)	71,5 (52)	8
45 years and over	61,3 (43)	71,3 (49)	66,4 (48)	-4,9

WELLBEING

Split on: Citizenship

	2019 Rating (re- sponse)	2020: Rating (response)	2021 Rating (response)	Development from 2020 to 2021
Danish	60,8 (78)	67,6 (78)	67,9 (79)	0,3
Other nationality	63 (24)	66 (26)	73,5 (21)	7,5

DISTRIBUTION OF RESPONSES FOR JOB SATISFACTION AND MOTIVATION

As a staff member, how satisfied are you in general at your workplace?											
Year	Very dissatisfied ¹	2	3	4	5	6	7	8	9	Very satisfied ¹⁰	Responses in total:
2019	3%	3%	7%	5%	16%	13%	21%	17%	11%	6%	102
2020	0%	2%	4%	4%	6%	12%	21%	30%	15%	7%	104
2021	0%	0%	2%	0%	8%	17%	25%	24%	12%	12%	100

Imagine the ideal workplace. How far from or close to this ideal is your current workplace?											
Year	Very far ¹	2	3	4	5	6	7	8	9	Very close ¹⁰	Responses in total:
2019	2%	3%	14%	7%	18%	15%	20%	16%	4%	3%	102
2020	3%	6%	2%	5%	11%	12%	23%	27%	11%	2%	104
2021	0%	2%	6%	5%	10%	17%	25%	20%	11%	4%	100

I feel motivated in my job											
Year	I disagree ¹	2	3	4	5	6	7	8	9	I agree ¹⁰	Responses in total:
2019	2%	3%	2%	7%	11%	8%	21%	23%	10%	15%	102
2020	0%	3%	3%	2%	11%	6%	18%	29%	16%	13%	104
2021	0%	0%	1%	5%	4%	12%	18%	30%	17%	13%	100

I always look forward to going to work											
Year	I disagree ¹	2	3	4	5	6	7	8	9	I agree ¹⁰	Responses in total:
2019	1%	4%	6%	6%	9%	11%	19%	23%	8%	15%	102
2020	2%	1%	3%	6%	10%	14%	12%	32%	12%	10%	104
2021	0%	0%	4%	6%	13%	10%	18%	27%	11%	11%	100

WORK-LIFE BALANCE

I find that I can combine my working life with adequate time and energy for my family and private life											
Year	I disagree 1	2	3	4	5	6	7	8	9	I agree 10	Responses in total:
2019	6%	6%	9%	6%	16%	10%	7%	16%	13%	13%	102
2020	6%	2%	7%	4%	11%	9%	12%	26%	12%	13%	104
2021	5%	3%	8%	9%	5%	7%	14%	22%	10%	17%	100

Overall score 2019: 57,8

Overall score 2020: 64,1

Overall score 2021: 63,6

In my work, it is my experience that the job demands and the resources available to me are in balance											
Year	I disagree 1	2	3	4	5	6	7	8	9	I agree 10	Responses in total:
2019	10%	9%	11%	14%	14%	10%	8%	12%	4%	10%	102
2020	7%	4%	9%	7%	14%	5%	16%	18%	11%	10%	104
2021	7%	5%	7%	12%	7%	13%	8%	16%	13%	12%	100

Overall score 2019: 47,2

Overall score 2020: 57,8

Overall score 2021: 57,8

STRESS AND SYMPTOMS OF STRESS

Within this past month, I have experienced symptoms of work-related stress (such as heart palpitations, poor concentration, sleep disturbances etc.)						
Year	Not at all	Rarely	Regularly	Almost every day	Responses in total:	Don't know
2019	19%	43%	34%	4%	102	0
2020	29%	39%	28%	4%	104	0
2021	28%	34%	31%	7%	100	0

Within this past month, my ability to work has been significantly reduced due to one or more of the above symptoms.						
Year	Not at all	Rarely	Regularly	Almost every day	Responses in total:	Don't know
2019	36%	47%	14%	3%	102	0
2020	40%	45%	13%	2%	104	0
2021	44%	40%	13%	3%	100	0

They, who replied 'regularly' or 'almost every day' were subsequently asked the following additional question.

Have you spoken to your manager, occupational health and safety organisation or union representative about your stress symptoms?				
Year	Yes	No	Responses in total:	Don't know
2019	82%	18%	17	0
2020	87%	13%	15	0
2021	75%	25%	16	0

OFFENSIVE BEHAVIOUR

In the following tables percentages, which report the results of offensive and abusive acts, the results have been rounded to zero digits. This means that a result of 0% may contain occurrences of offensive or abusive acts. Therefore, the actual number of offensive or abusive acts have been stated.

In the past 12 months, I have experienced one or more types of offensive or abusive behavior (unwanted sexual attention, bullying, harassment, threats and/or violence).				
Year	No	Yes, in isolated cases	Yes, repeatedly	Responses in total:
2019	97%	2%	1%	102
2020	90%	9%	1%	104
2021	95%	5%	0%	100

NB: "Unwanted sexual attention" was added as a category in 2020.

They, who replied 'yes' to the above question were subsequently asked the following additional question.

Have you reported the unwanted sexual attention, bullying, harassment, threats or violence to your manager, occupational health and safety representative, or union representative?			
Year	No	Yes	Responses in total:
2019	33%	67%	3
2020	60%	40%	10
2021	100%	0%	5

OFFENSIVE BEHAVIOUR - BY CATEGORY

Percent of respondents who experienced one or more offensive acts in any category in the last 12 months.					
Year	Unwanted sexual attention	Bullying / Harassment	Threats	Violence	Responses in total:
2020	3% (3 responses)	7% (7 responses)	0% (0 responses)	0% (0 responses)	104
2021	1% (1 responses)	4% (4 responses)	1% (1 responses)	0% (0 responses)	100

UNWANTED SEXUAL ATTENTION

In the past 12 months, I have experienced unwanted sexual attention.				
Year	No	Yes, in isolated cases	Yes, repeatedly	Responses in total:
2020	97% (101 responses)	2% (2 responses)	1% (1 responses)	104
2021	99% (99 responses)	1% (1 responses)	0% (0 responses)	100

They, who replied 'yes' to the above question were subsequently asked the following additional question.

Have you reported the unwanted sexual attention to your manager, occupational health and safety representative, or union representative?			
Year	No	Yes	Responses in total:
2020	67% (2 responses)	33% (1 responses)	3
2021	100% (1 responses)	0% (0 responses)	1

BULLYING / HARASSMENT

In the past 12 months, I have experienced bullying and/or harassment.				
Year	No	Yes, in isolated cases	Yes, repeatedly	Responses in total:
2020	93% (97 responses)	7% (7 responses)	0% (0 responses)	104
2021	96% (96 responses)	4% (4 responses)	0% (0 responses)	100

They, who replied 'yes' to the above question were subsequently asked the following additional question.

Have you reported the bullying and/or harassment to your manager, occupational health and safety representative, or union representative?			
Year	No	Yes	Responses in total:
2020	57% (4 responses)	43% (3 responses)	7
2021	100% (4 responses)	0% (0 responses)	4

THREATS

In the past 12 months, I have experienced threats.				
Year	No	Yes, in isolated cases	Yes, repeatedly	Responses in total:
2020	100% (104 responses)	0% (0 responses)	0% (0 responses)	104
2021	99% (99 responses)	1% (1 responses)	0% (0 responses)	100

They, who replied 'yes' to the above question were subsequently asked the following additional question.

Have you reported the threats to your manager, occupational health and safety representative, or union representative?			
Year	No	Yes	Responses in total:
2020	-% (- responses)	-% (- responses)	0
2021	100% (1 responses)	0% (0 responses)	1

VIOLENCE

In the past 12 months, I have experienced violence.				
Year	No	Yes, in isolated cases	Yes, repeatedly	Responses in total:
2020	100% (104 responses)	0% (0 responses)	0% (0 responses)	104
2021	100% (100 responses)	0% (0 responses)	0% (0 responses)	100

They, who replied 'yes' to the above question were subsequently asked the following additional question.

Have you reported the violence to your manager, occupational health and safety representative, or union representative?			
Year	No	Yes	Responses in total:
2020	-% (- responses)	-% (- responses)	0
2021	-% (- responses)	-% (- responses)	0