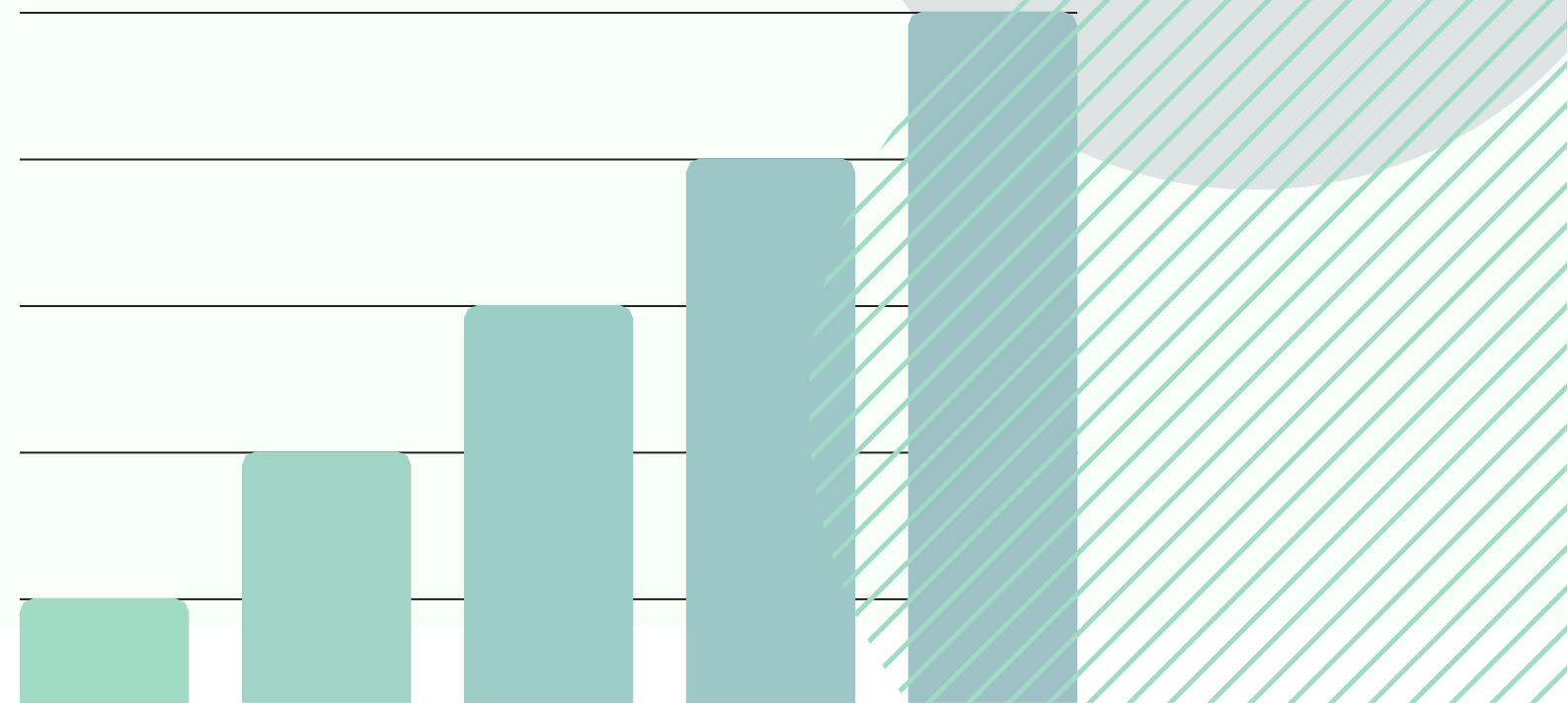
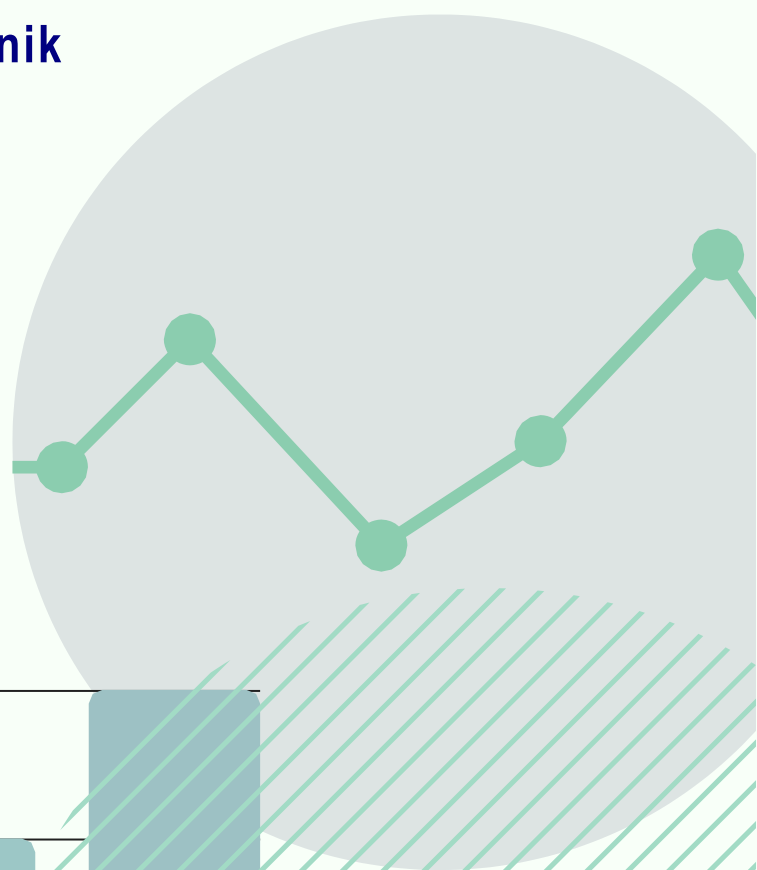




AALBORG UNIVERSITY
DENMARK

AAU STAFFWELBEING BAROMETER 2021

Sektion for Fysik og Mekanik



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.

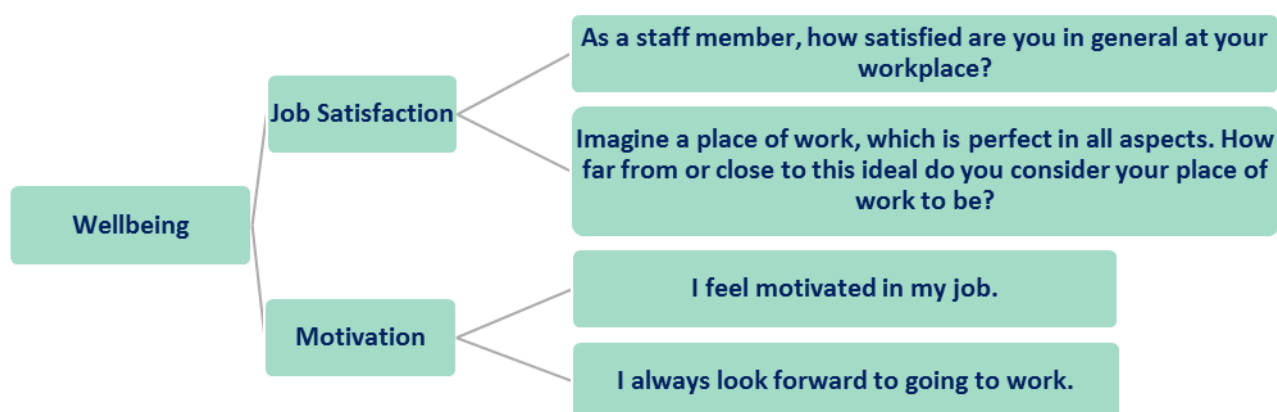
The nine questions were phrased to be included in the AAU workplace evaluation. The summaries of the responses may serve as inspiration for the planning of the inspection rounds along with the general observations from staff appraisal interviews and group appraisal interviews. The summaries of the responses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

This report only contains results for 2021 and shows the results for the wellbeing barometer for Engineering - Department of Materials and Production (MP) - Sektion for Fysik og Mekanik.

METHOD

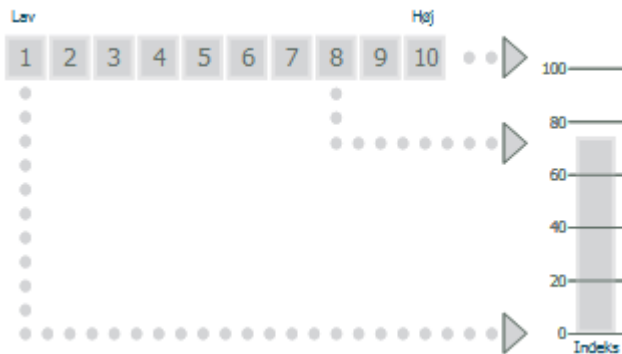
All AAU staff received an electronic questionnaire on 30. November 2021. The questionnaire was addressed to them personally and contained nine closed-ended questions. When the response period expired at 23:59 on Tuesday 14. December 2021, 69 per cent of all addressees had answered the questionnaire.

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.

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'.

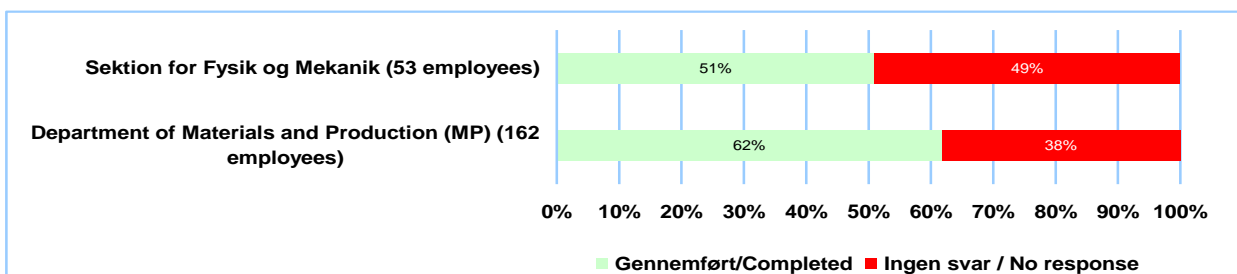


CONFIDENTIALITY

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 SEKTION FOR FYSIK OG MEKANIK AND DEPARTMENT OF MATERIALS AND PRODUCTION (MP)

The diagram below illustrates the response rate of Sektion for Fysik og Mekanik and Department of Materials and Production (MP) The number of potential respondents is stated in parentheses after each main area. The numbers in the columns correspond to the percentage of the full population illustrated by the column.

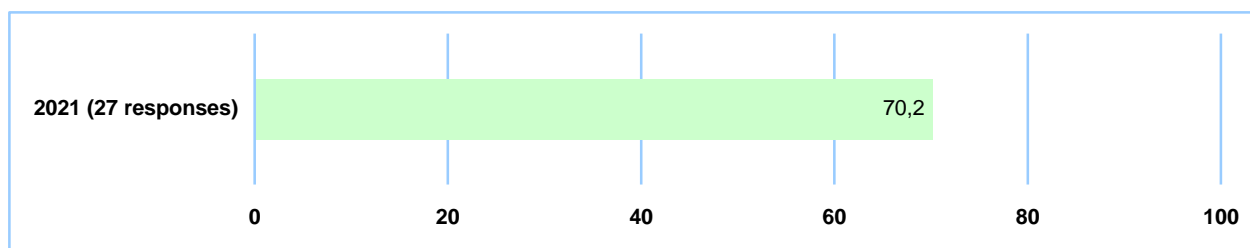


WELLBEING BAROMETER FOR SEKTION FOR FYSIK OG MEKANIK

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

WELLBEING

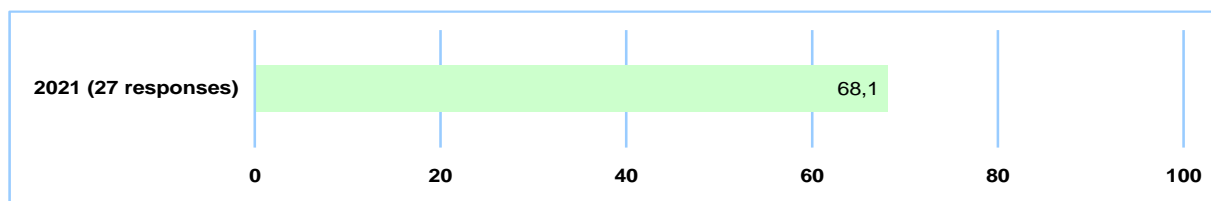
Split on: Year of survey



JOB SATISFACTION RATES FOR SEKTION FOR FYSIK OG MEKANIK

JOB SATISFACTION

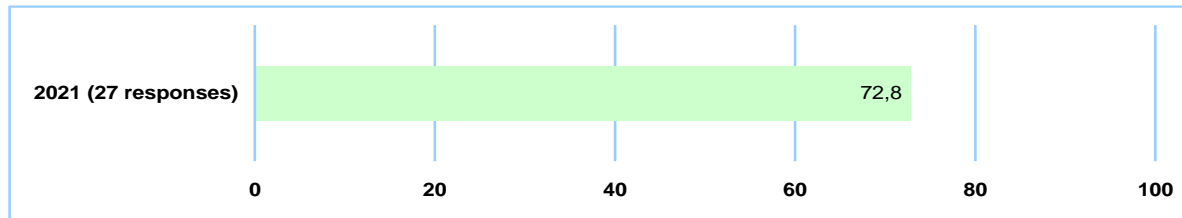
Split on: Year of survey



RATING FOR THE TWO QUESTIONS ON JOB SATISFACTION

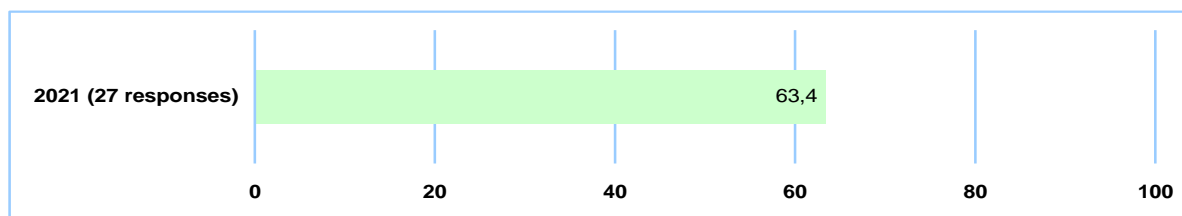
AS A STAFF MEMBER, HOW SATISFIED ARE YOU IN GENERAL AT YOUR WORKPLACE?

Split on: Year of survey



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

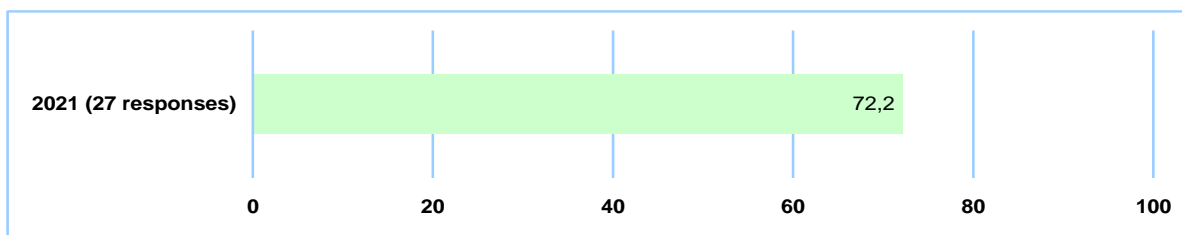
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MOTIVATION RATES FOR SEKTION FOR FYSIK OG MEKANIK

MOTIVATION

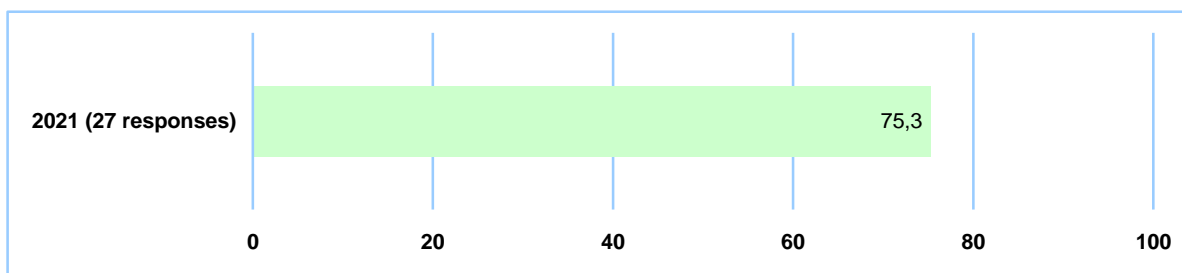
Split on: Year of survey



RATING FOR THE TWO QUESTIONS ON MOTIVATION

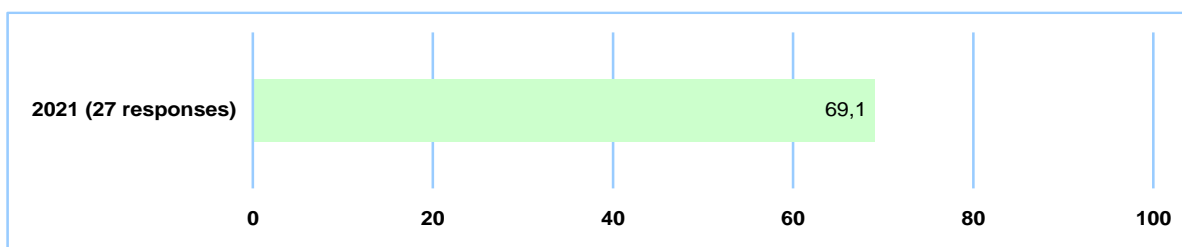
I FEEL MOTIVATED IN MY JOB

Split on: Year of survey



I ALWAYS LOOK FORWARD TO GOING TO WORK

Split on: Year of survey



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:
2021	0%	0%	0%	0%	11%	15%	22%	22%	19%	11%	27

Imagine the perfect place to be an employee. How close to this ideal is your workplace?											
Year	Very far 1	2	3	4	5	6	7	8	9	Very close 10	Responses in total:
2021	0%	4%	4%	7%	7%	15%	26%	22%	11%	4%	27

I feel motivated in my job											
Year	I disagree 1	2	3	4	5	6	7	8	9	I agree 10	Responses in total:
2021	0%	0%	0%	11%	0%	7%	26%	11%	26%	19%	27

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:
2021	0%	0%	7%	11%	0%	7%	30%	11%	19%	15%	27

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:
2021	7%	0%	7%	15%	4%	7%	15%	19%	7%	19%	27

Overall score: 61,7

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:
2021	11%	0%	7%	11%	15%	19%	0%	7%	15%	15%	27

Overall score: 56

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
2021	37%	41%	22%	0%	27	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
2021	56%	37%	7%	0%	27	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
2021	100%	0%	2	0

OFFENSIVE BEHAVIOUR

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:
2021	100%	0%	0%	27

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:
2021	-%	-%	0