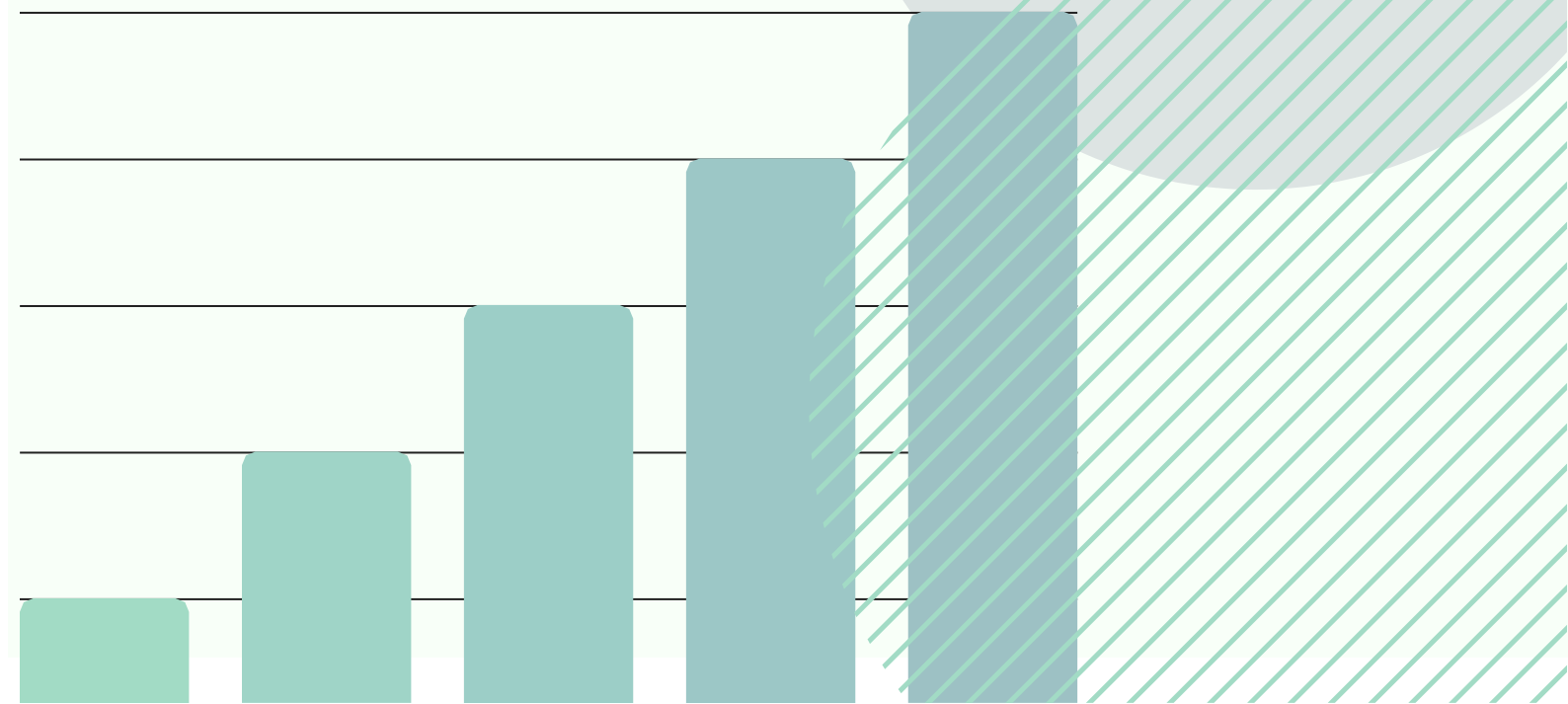




AALBORG UNIVERSITY  
DENMARK

# AAU STAFFWELBEING BAROMETER 2019

Department of Materials and Pro-  
duction (MP)





## 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 Safety<sup>1</sup> on 2. December 2019.

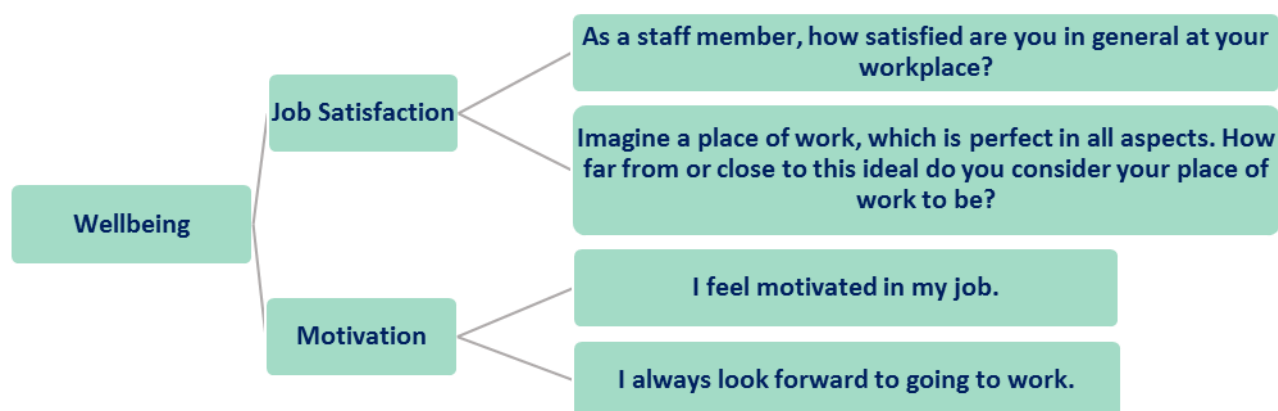
The nine questions were phrased to be included in the AAU workplace evaluation. The summaries of the responses may serve as inspiration for the planning of the inspection rounds along with the general observations from staff appraisal interviews and group appraisal interviews. The summaries of the responses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

The results of the 2017 and 2018 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 2. December 2019. The questionnaire was addressed to them personally and contained nine closed-ended questions. When the response period expired at 23:59 on Monday 16. December 2019, 73 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.

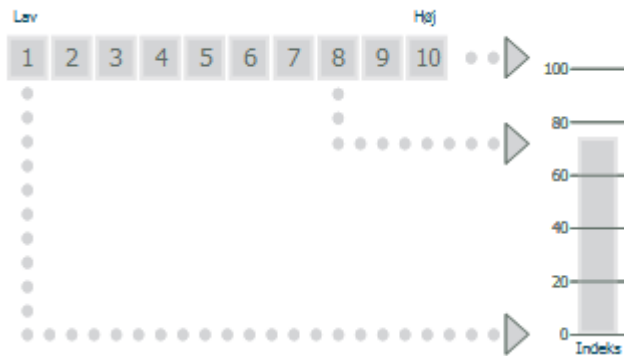


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<sup>1</sup> Exempt: deans, rectorate and university director, part-time lecturers, student assistants, student teachers, clinical associate professors and clinical professors, members of staff on leave during the period. A small number of staff received 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 2019  
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 ( $100/9 \times 2$ ), '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'.

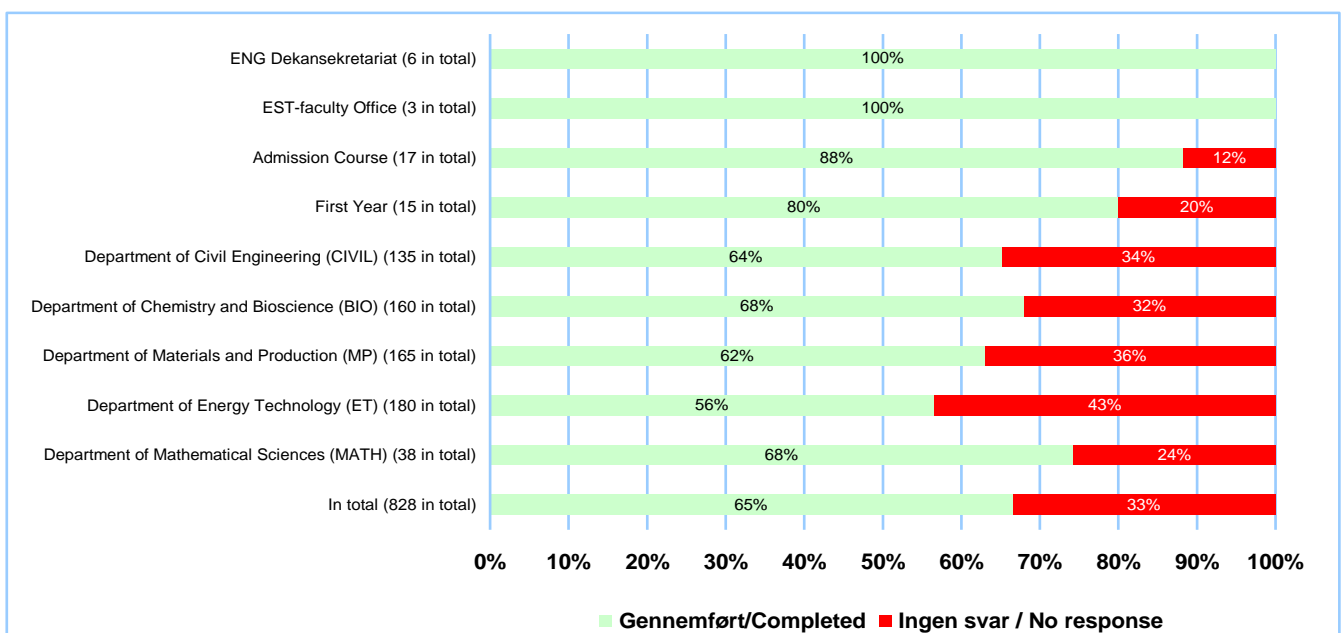


## CONFIDENTIALITY

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.

## 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.

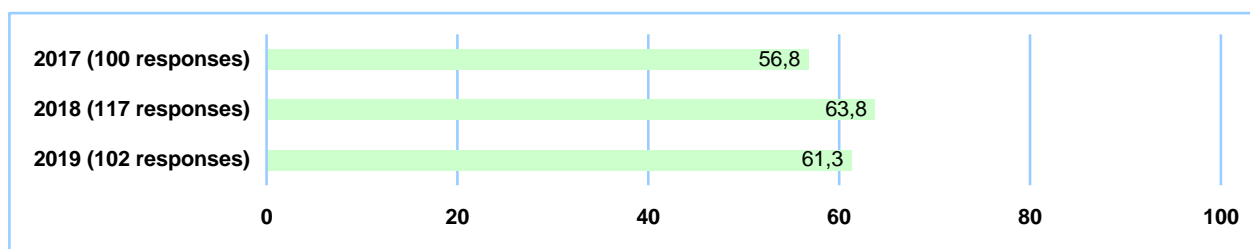


## WELLBEING BAROMETER FOR DEPARTMENT OF MATERIALS AND PRODUCTION (MP)

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

### WELLBEING

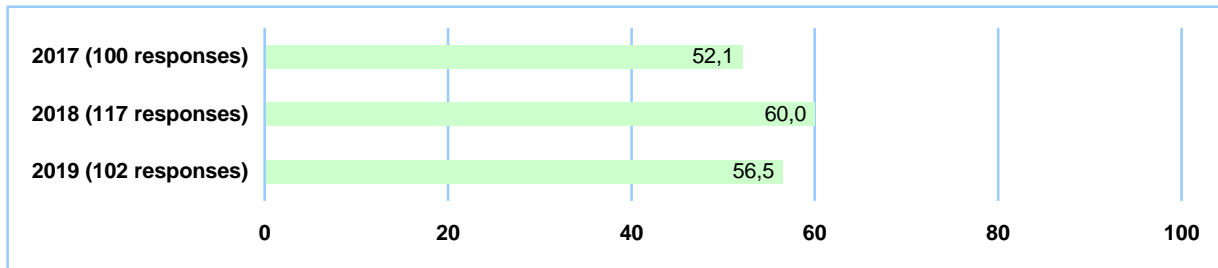
Split on: Year of survey



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

### JOB SATISFACTION

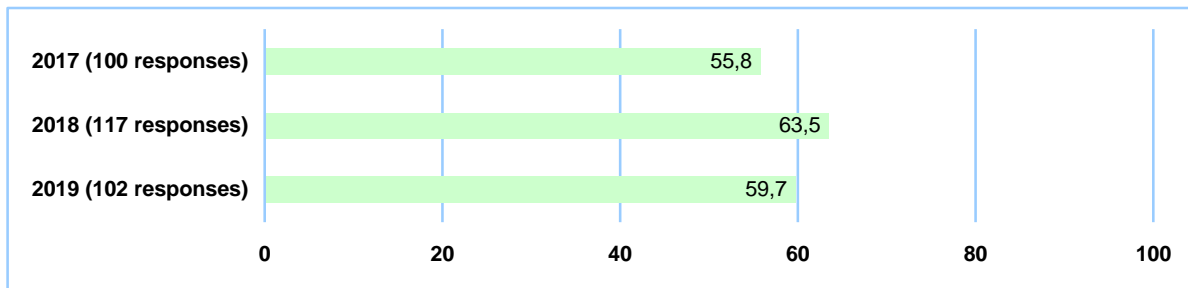
Split on: Year of survey



### RATING FOR THE TWO QUESTIONS ON JOB SATISFACTION

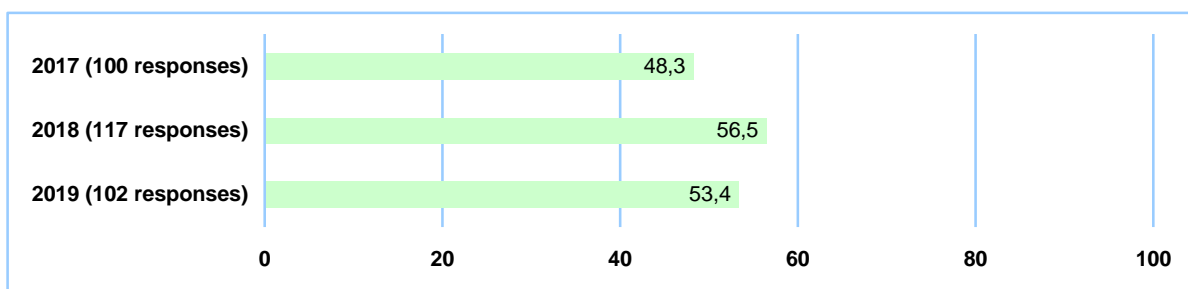
AS A STAFF MEMBER, HOW SATISFIED ARE YOU IN GENERAL AT YOUR WORKPLACE?

Split on: Year of survey



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

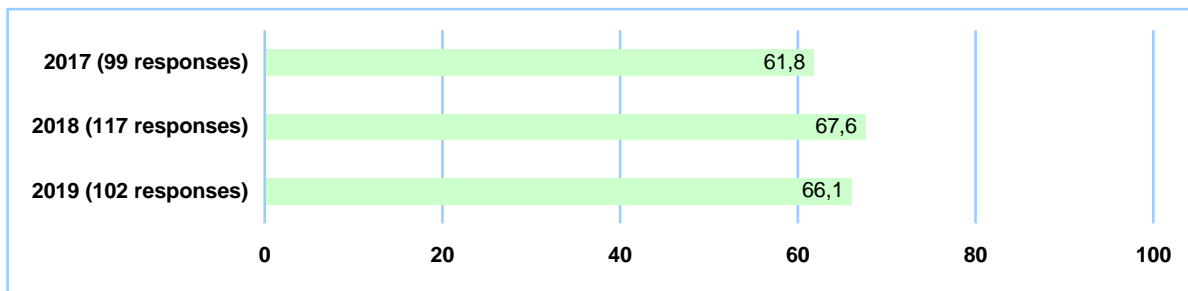
Split on: Year of survey



## MOTIVATION RATES FOR DEPARTMENT OF MATERIALS AND PRODUCTION (MP)

### MOTIVATION

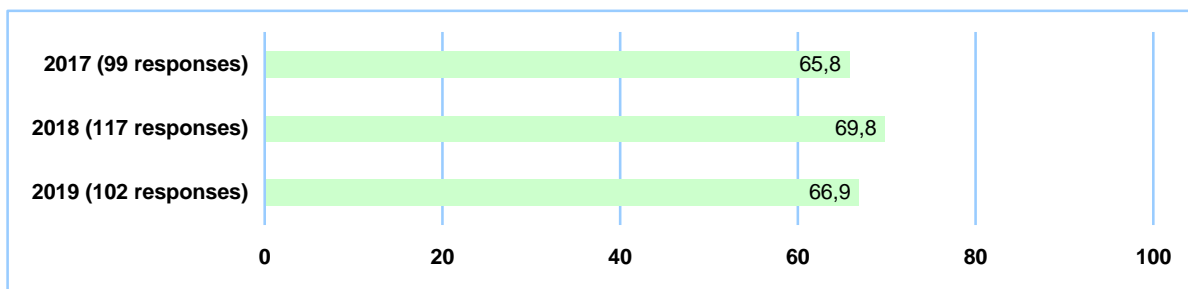
Split on: Year of survey



### RATING FOR THE TWO QUESTIONS ON MOTIVATION

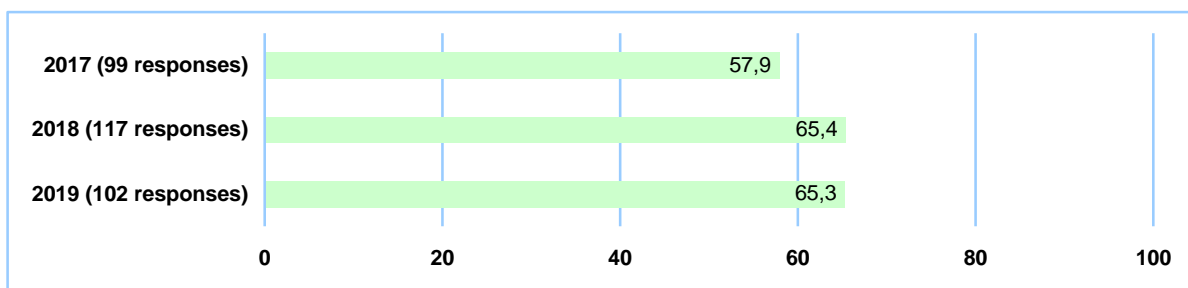
#### I FEEL MOTIVATED IN MY JOB

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**

Level 4 results are not  
published on the website



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Results for Department of Materials and Production (MP)

## WELLBEING

Split on: VIP/TAP

|     | 2017<br>Rating (response) | 2018:<br>Rating (response) | 2019<br>Rating (response) | Development<br>from 2018 to<br>2019 |
|-----|---------------------------|----------------------------|---------------------------|-------------------------------------|
| VIP | 57,4 (76)                 | 64,6 (88)                  | 60,8 (68)                 | -3,8                                |
| TAP | 54,6 (24)                 | 61,5 (29)                  | 62,3 (34)                 | 0,8                                 |

## WELLBEING

Split on: Gender

|        | 2017<br>Rating (response) | 2018:<br>Rating (response) | 2019<br>Rating (response) | Development<br>from 2018 to<br>2019 |
|--------|---------------------------|----------------------------|---------------------------|-------------------------------------|
| Male   | 59,6 (76)                 | 65,2 (85)                  | 62,6 (72)                 | -2,6                                |
| Female | 47,7 (24)                 | 60,2 (32)                  | 58,1 (30)                 | -2,1                                |

## WELLBEING

Split on: Age

|                        | 2017<br>Rating (response) | 2018:<br>Rating (response) | 2019<br>Rating (response) | Development<br>from 2018 to<br>2019 |
|------------------------|---------------------------|----------------------------|---------------------------|-------------------------------------|
| Under the age<br>of 45 | 61,3 (60)                 | 66 (69)                    | 61,3 (59)                 | -4,7                                |
| 45 years and<br>over   | 50 (40)                   | 60,6 (48)                  | 61,3 (43)                 | 0,7                                 |

## WELLBEING

Split on: Citizenship

|                   | 2017<br>Rating (re-<br>sponse) | 2018:<br>Rating (response) | 2019<br>Rating (response) | Development<br>from 2018 to<br>2019 |
|-------------------|--------------------------------|----------------------------|---------------------------|-------------------------------------|
| Danish            | 55 (76)                        | 62,5 (84)                  | 60,8 (78)                 | -1,7                                |
| Other nationality | 62,3 (24)                      | 67,3 (33)                  | 63 (24)                   | -4,3                                |

## DISTRIBUTION OF RESPONSES FOR JOB SATISFACTION AND MOTIVATION

| As a staff member, how satisfied are you in general at your workplace? |                                |    |     |     |     |     |     |     |     |                              |                     |
|--|--------------------------------|----|-----|-----|-----|-----|-----|-----|-----|------------------------------|---------------------|
| Year   | Very dissatisfied <sup>1</sup> | 2  | 3   | 4   | 5   | 6   | 7   | 8   | 9   | Very satisfied <sup>10</sup> | Responses in total: |
| 2017   | 4%                             | 3% | 10% | 11% | 8%  | 22% | 10% | 17% | 10% | 5%                           | 100                 |
| 2018   | 0%                             | 2% | 3%  | 8%  | 9%  | 17% | 27% | 24% | 5%  | 5%                           | 117                 |
| 2019   | 3%                             | 3% | 7%  | 5%  | 16% | 13% | 21% | 17% | 11% | 6%                           | 102                 |

| Imagine the ideal workplace. How far from or close to this ideal is your current workplace? |                       |    |     |     |     |     |     |     |    |                          |                     |
|---|-----------------------|----|-----|-----|-----|-----|-----|-----|----|--------------------------|---------------------|
| Year  | Very far <sup>1</sup> | 2  | 3   | 4   | 5   | 6   | 7   | 8   | 9  | Very close <sup>10</sup> | Responses in total: |
| 2017  | 5%                    | 6% | 15% | 11% | 15% | 13% | 12% | 17% | 4% | 2%                       | 100                 |
| 2018  | 1%                    | 2% | 6%  | 13% | 12% | 21% | 26% | 12% | 3% | 4%                       | 117                 |
| 2019  | 2%                    | 3% | 14% | 7%  | 18% | 15% | 20% | 16% | 4% | 3%                       | 102                 |

| I feel motivated in my job |                         |    |    |    |     |     |     |     |     |                       |                     |
|----------------------------|-------------------------|----|----|----|-----|-----|-----|-----|-----|-----------------------|---------------------|
| Year                       | I disagree <sup>1</sup> | 2  | 3  | 4  | 5   | 6   | 7   | 8   | 9   | I agree <sup>10</sup> | Responses in total: |
| 2017                       | 3%                      | 1% | 5% | 8% | 12% | 8%  | 12% | 21% | 17% | 12%                   | 99                  |
| 2018                       | 1%                      | 0% | 4% | 4% | 8%  | 11% | 25% | 19% | 14% | 15%                   | 117                 |
| 2019                       | 2%                      | 3% | 2% | 7% | 11% | 8%  | 21% | 23% | 10% | 15%                   | 102                 |

| I always look forward to going to work |                         |    |    |     |     |     |     |     |     |                       |                     |
|--|-------------------------|----|----|-----|-----|-----|-----|-----|-----|-----------------------|---------------------|
| Year                                   | I disagree <sup>1</sup> | 2  | 3  | 4   | 5   | 6   | 7   | 8   | 9   | I agree <sup>10</sup> | Responses in total: |
| 2017                                   | 5%                      | 4% | 8% | 10% | 11% | 11% | 13% | 16% | 12% | 9%                    | 99                  |
| 2018                                   | 1%                      | 3% | 3% | 10% | 9%  | 14% | 20% | 15% | 12% | 14%                   | 117                 |
| 2019                                   | 1%                      | 4% | 6% | 6%  | 9%  | 11% | 19% | 23% | 8%  | 15%                   | 102                 |

## 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<br>1 | 2  | 3  | 4   | 5   | 6   | 7   | 8   | 9   | I agree<br>10 | Responses in total: |
| 2018   | 3%              | 3% | 3% | 11% | 14% | 15% | 10% | 15% | 11% | 15%           | 117                 |
| 2019   | 6%              | 6% | 9% | 6%  | 16% | 10% | 7%  | 16% | 13% | 13%           | 102                 |

Overall score 2018: 62,3

Overall score 2019: 57,8

| I find an appropriate correlation between workload, working hours and work rate |                 |    |     |     |     |     |     |     |    |               |                     |
|---|-----------------|----|-----|-----|-----|-----|-----|-----|----|---------------|---------------------|
| Year  | I disagree<br>1 | 2  | 3   | 4   | 5   | 6   | 7   | 8   | 9  | I agree<br>10 | Responses in total: |
| 2018  | 8%              | 6% | 9%  | 13% | 13% | 9%  | 13% | 19% | 6% | 5%            | 117                 |
| 2019  | 10%             | 9% | 11% | 14% | 14% | 10% | 8%  | 12% | 4% | 10%           | 102                 |

Overall score 2018: 51,4

Overall score 2019: 47,2

## 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 |
| 2018   | 25%        | 31%    | 38%       | 6%               | 117                 | 0          |
| 2019   | 19%        | 43%    | 34%       | 4%               | 102                 | 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 |
| 2018  | 50%        | 32%    | 17%       | 2%               | 117                 | 0          |
| 2019  | 36%        | 47%    | 14%       | 3%               | 102                 | 0          |

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

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| 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 |
| 2018   | 82% | 18% | 22                  | 0          |
| 2019   | 82% | 18% | 17                  | 0          |

## BULLYING, HARASSMENT AND THREATS

| Have you been bullied, harassed, received threats or been a victim of violence within the past six months? |     |                        |                 |                     |
|--|-----|------------------------|-----------------|---------------------|
| Year   | No  | Yes, in isolated cases | Yes, repeatedly | Responses in total: |
| 2018   | 94% | 5%                     | 1%              | 117                 |
| 2019   | 97% | 2%                     | 1%              | 102                 |

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

| Have you spoken to your manager, occupational health and safety organisation or union representative about the bullying, harassment, threats or violence? |     |     |                     |
|---|-----|-----|---------------------|
| Year  | No  | Yes | Responses in total: |
| 2018  | 71% | 29% | 7                   |
| 2019  | 33% | 67% | 3                   |