DEPARTMENT OF MARKETING AND MANAGEMENT



PSYCHOLOGICAL APV AND WELL-BEING SURVEY 2018



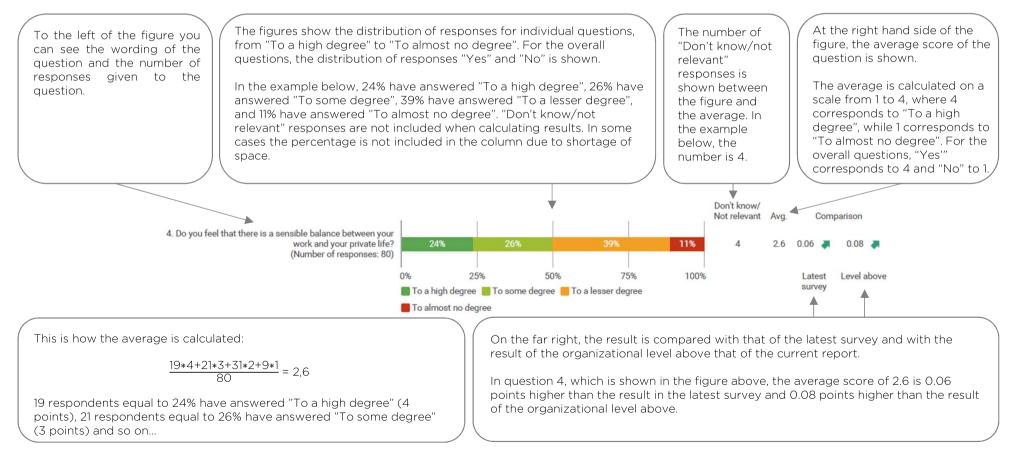


This report presents the results of SDU's Psychological APV and Well-Being Survey 2018.

At first, an overview of the overall response rate of the Psychological APV and Well-Being Survey 2018 is presented. Subsequently, the result of the overall questions is shown followed by the results on questions. The results are presented with response distribution and averages scores, broken down by theme. Wherever possible, the results are compared with the results from the previous study and the result of SAM.

Below are illustrations as to how the figures in the report should be read.

GUIDELINES FOR READING





Local follow-up within the unit - from mapping to action

WHAT	WHEN	HOW		
Report received	19 November 2018	The unit receives the report containing the results from SDU's Workplace Assessment and Well-Being Survey 2018.		
Prepare dialogue		Employees within the unit review the report. The note page at the end of the report can be used to summarise topics. The Health and Safety Group addresses the most significant results and identifies points of attention.		
Discuss results		The unit discusses the report, so everyone is given the opportunity to voice their opinion. The results are then put into perspective and refined. What do we notice? What is surprising? What do we want to uphold? What do we want to reinforce? Topics for further discussion are pinpointed.		
Process results		Management for the unit works together with the Health and Safety Group, and possibly a union representative, to plan the follow-up process where the identified topics can be further addressed.		
Designate focus points	No later than 31 March 2019	The unit addresses the identified topics. The Health and Safety Group submits the selected focus points to the faculty/Central Administration Health and Safety Committee and the Liaison Committee.		
Draft timetable and action plan	No later than 30 April 2019	The Head of Unit ensures the agreed activities to be initiated are described in a timetable/action plan. The Health and Safety Group submits the plan to the faculty/Central Administration Health and Safety Committee and Liaison Committee.		
Follow-up on the timeline and action plan		The unit is responsible for adhering to and following-up its timeline and action plan, so it is kept up-to-date. Employees within the unit are given regular status updates.		



Summary of response distribution

	N	%
Invited to Psychological APV and Well-Being Survey 2018	82	-
Partially completed Psychological APV and Well-Being Survey 2018	1	1%
Fully completed Psychological APV and Well-Being Survey 2018	67	82%
Total response percentage	68	83%

NB. All responses have been included in the report. For this reason, the total number of replies for several questions is higher than the number of fully completed surveys, as responses that are only partially completed have been included in the calculation of the result.



1. Taking all things into consideration, are you satisfied with your work? (Number of responses: 66)

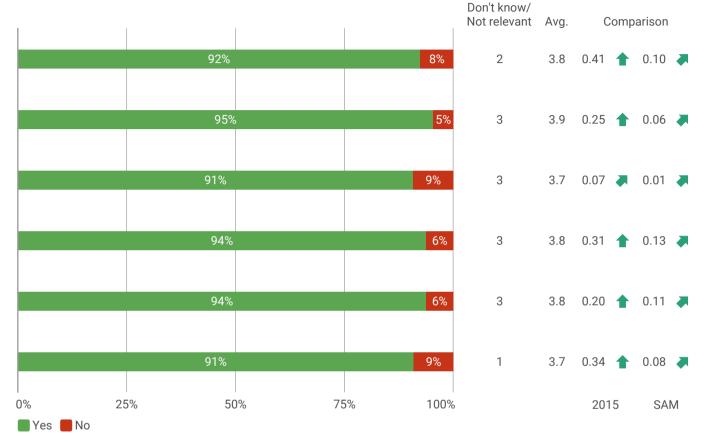
5. Taking all things into consideration, do you think your work is meaningful? (Number of responses: 65)

10. Taking all things into consideration, is cooperation with your colleagues satisfactory? (Number of responses: 65)

15. Taking all things into consideration, are you satisfied with your direct line management? (Number of responses: 64)

22. Taking all things into consideration, are you satisfied with your relationship with direct line management? (Number of responses: 64)

28. Taking all things into consideration, do you feel comfortable in your work? (Number of responses: 66)





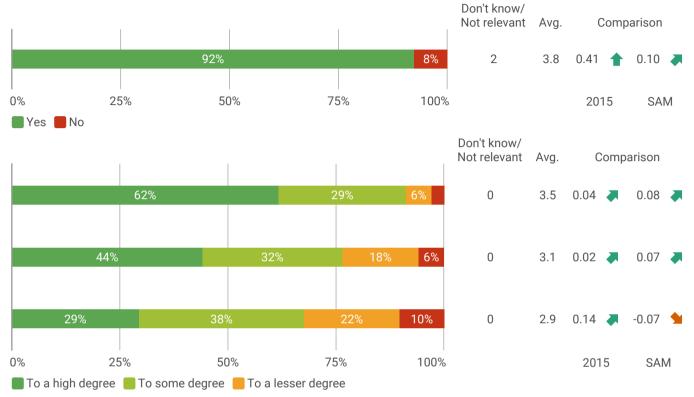
JOB SATISFACTION

1. Taking all things into consideration, are you satisfied with your work? (Number of responses: 66)

2. Do you feel motivated and engaged in your work? (Number of responses: 68)

3. Do you feel that there are available to you opportunities for development that reflect your abilities and wishes? (Number of responses: 68)

4. Do you feel that there is a sensible balance between your work and your private life? (Number of responses: 68)



To almost no degree



WORK TASKS

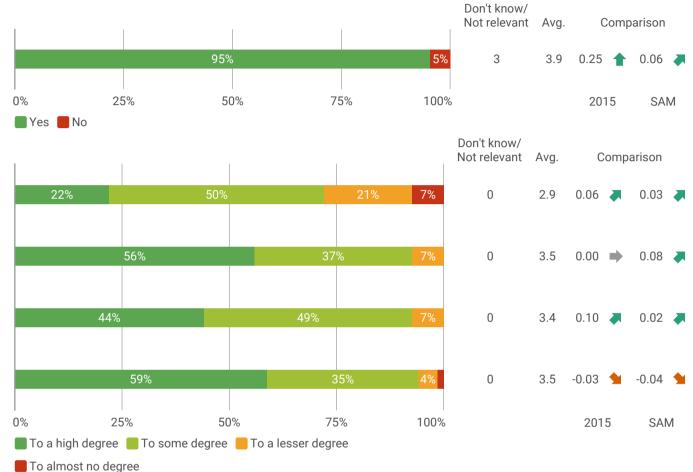
5. Taking all things into consideration, do you think your work is meaningful? (Number of responses: 65)

6. Is your workload appropriate? (Number of responses: 68)

7. Do the tasks you carry out match your qualifications? (Number of responses: 68)

8. In relation to your work, do you know what is expected of you? (Number of responses: 68)

9. Are you able to influence how you carry out your work? (Number of responses: 68)





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COOPERATION

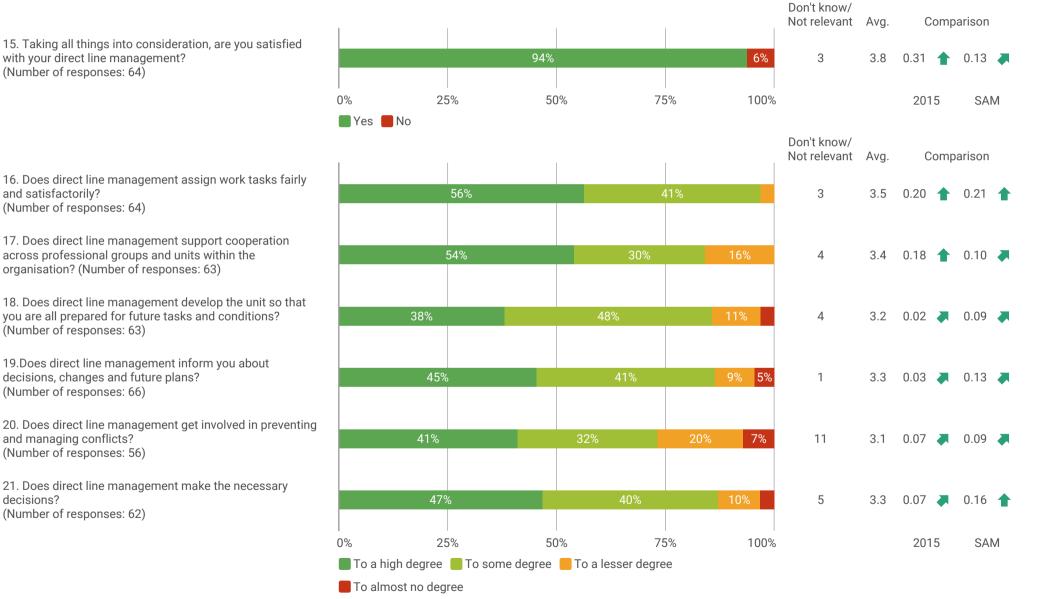
Don't know/ Not relevant Avg. Comparison 10. Taking all things into consideration, is cooperation with your colleagues satisfactory? 91% 9% 3 3.7 0.07 🔳 0.01 🔳 (Number of responses: 65) 25% 50% 75% 0% 100% 2015 SAM Yes No Don't know/ Not relevant Avg. Comparison 11. In cooperative work, do you and your colleagues make use of each others' various competences? 0 3.2 0.04 🥒 0.11 🧸 (Number of responses: 68) 12. Do you take on your share of responsibility for ensuring things function correctly? 71% 0 3.7 -0.05 射 0.01 🧸 (Number of responses: 68) 13. Are any disagreements dealt with in an open and honest 23% manner? 8% 6 2.9 0.20 0.06 🧸 (Number of responses: 62) 14. Do you feel that your workplace is characterised by a shared respectful behaviour? 57% 0 3.5 0.25 0.20 🔶 + (Number of responses: 68) 50% 0% 25% 75% 100% 2015 SAM To a high degree To some degree To a lesser degree

To almost no degree



DIRECT LINE MANAGEMENT

In this psychological working environment and well-being measurement, the employees have been asked how they experience their direct line management. The measurement focuses on the quality of the management. The survey is not an evaluation of the individual manager.



Department of Marketing and Management

decisions?

RAMBOL

In this psychological working environment and well-being measurement, the employees have been asked how they experience their direct line management. The measurement focuses on the quality of the management. The survey is not an evaluation of the individual manager.

22. Taking all things into consideration, are you satisfied with your relationship with direct line management? (Number of responses: 64)

23. Are you recognised and appreciated by direct line management? (Number of responses: 66)

24. Is direct line management present and attentive when you need it? (Number of responses: 67)

25. Do you get help and support from direct line management when you need it? (Number of responses: 65)

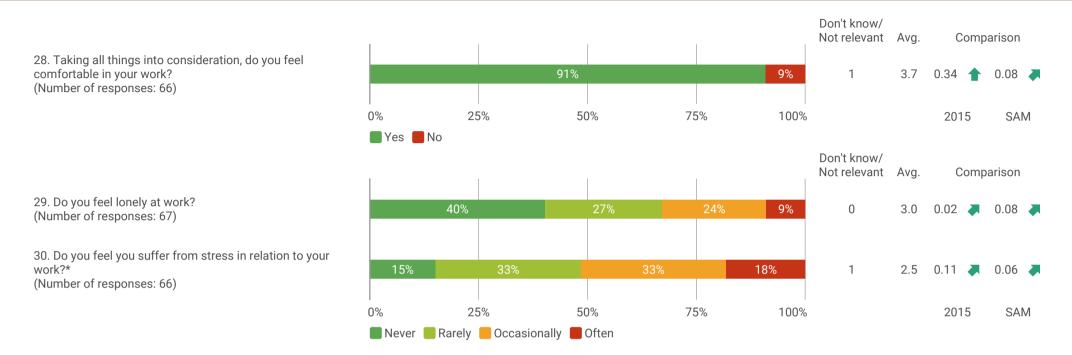
26. Does direct line management support your professional development? (Number of responses: 66)

27. Are your suggestions and views treated respectfully by direct line management?? (Number of responses: 66)



RAMBOLL

WELL-BEING

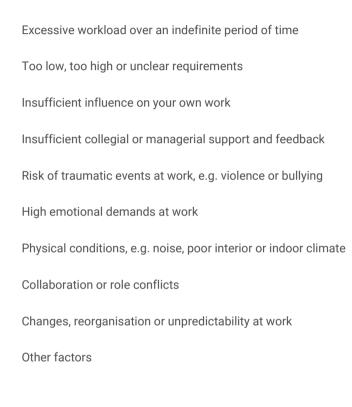


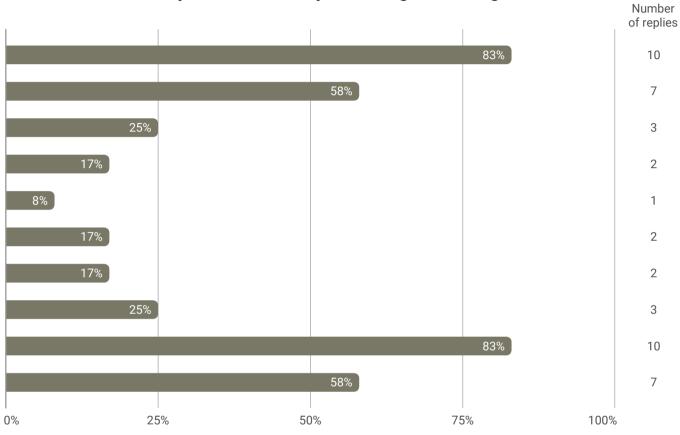
*Stress is defined here as the condition experienced when the pressures on a person and the requirements made of them are greater than the resources the person is able to mobilise.



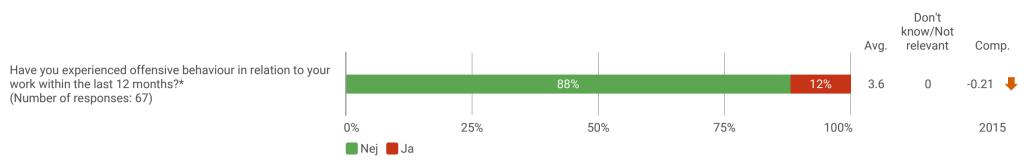
WELL-BEING

You have answered that you often feel you suffer from stress in relation to your work. What do you think might be causing this?









*Offensive behaviour in terms of bullying, unwanted sexual attention, violence or threats of violence. Bullying occurs when a person is exposed to unpleasant or negative actions in their work repeatedly over a period of time. To be able to characterise something as bullying, the person who experiences it must feel it is hard to defend themselves. Unwanted sexual attention includes any verbal or non-verbal behaviour of a sexual nature that is perceived as offensive. Violence or threats of violence in the form of physical assault or oral/written threats, threatening behaviour.

Number of respondents, who have stated that they within the last 12 months have been subjected to one or more kinds of offensive behavior in the form of bullying, violence or threats of violence or unwanted sexual attention is 8.

Have you experienced ... in relation to your work within the last 12 months?

	No	Yes, less often	Yes, monthly	Yes, weekly	Yes, daily or almost daily	Don't know/Not relevant
Bullying	62	4	1	0	0	0
Unwanted sexual attention	65	0	1	0	0	1
Violence or threats of violence	65	2	0	0	0	0

From whom did you experience ... ?

	Managers	Colleagues	Other employees	Students	Other	Don't know/Not relevant
Bullying	1	3	0	1	0	0
Unwanted sexual attention	0	1	0	0	0	0
Violence or threats of violence	0	0	0	2	0	0







NOTES

Notes

Here you can write your comments on the results as well as your reflections for further work.





