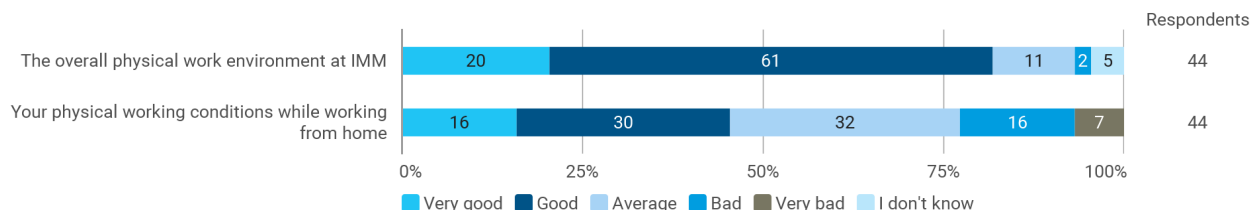


Sent to 86 people.  
44 people replied, response rate 51%.

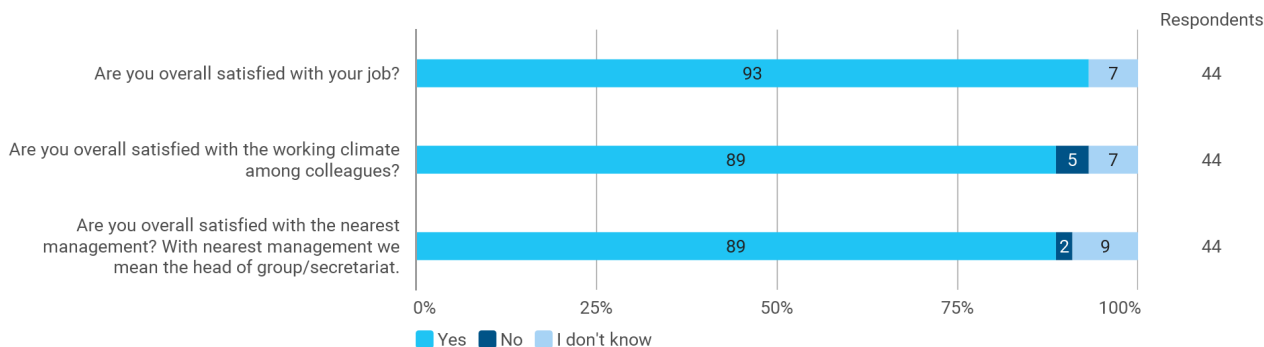
## Physical environment



Overall, people are satisfied with office equipment, supplies, coffee machine etc. Cleaning is less impressive and during a hot summer, the need for better ventilation is appreciated as well as better lightening in some offices. Isolation from others due to different locations is also of great concern.

Overall working from home, some find it more productive, some do not. Lack of good internet connection makes it difficult as well as e.g. poor camera and other IT equipment. Sitting arrangements are difficult for some making the body ache.

## Psychological environment

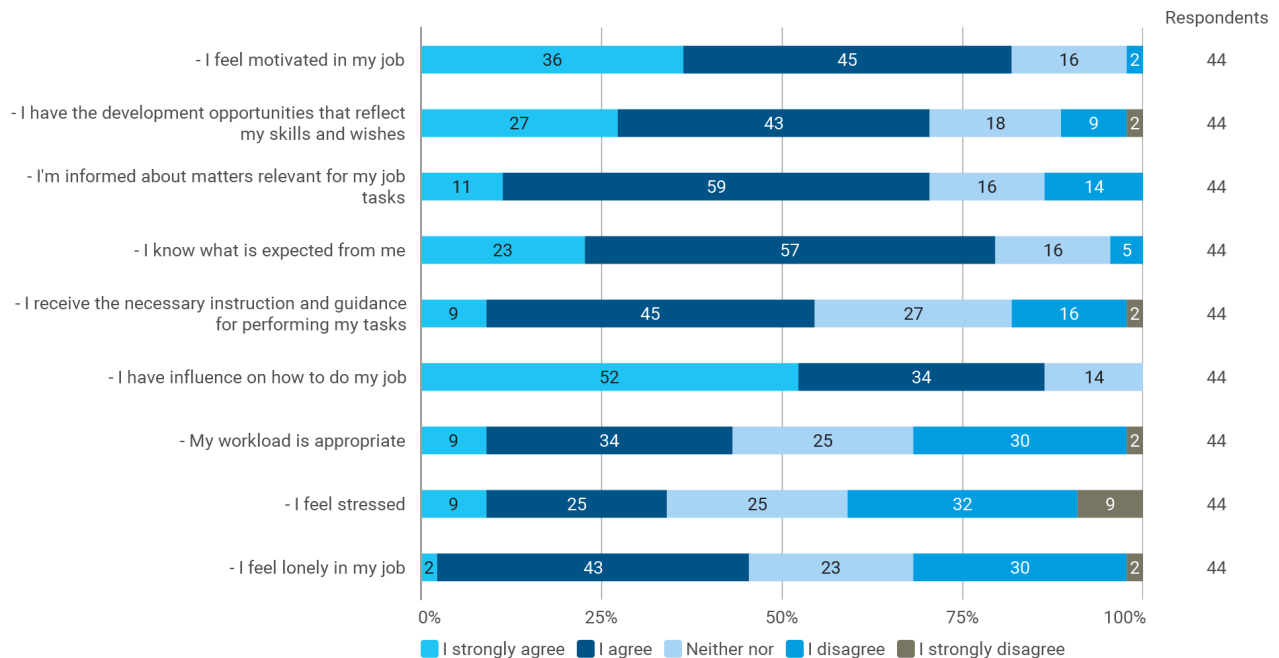


Most people are satisfied with their job, working climate with colleagues and nearest management. We urge people who are not satisfied with the relationship to nearest management or with colleagues to address the issue with the persons in questions if they are up for it – or talk to the work environment group i.e. work environment representative Gitte S Klausen, [gik@sam.sdu.dk](mailto:gik@sam.sdu.dk) or the head of department.

You are also welcome to contact your union representative. Union representatives for VIP: Karsten Boye Rasmussen (Odense) and Kristian Rune Hansen (Slagelse). Union representatives for TAP: Ann Skovly (Odense), Bodil Kjærsgaard (Slagelse) and Inger Rose Hansen.

## Report on mini APV survey – January 2021 – Department of Marketing & Management

45% state that they answer as they do below as a consequence of the COVID-19 and working from home. 43% state that COVID-19 has no effect on how they answered, and 12% says they do not know if their answers are a consequence of COVID-19.



### Conclusion of the answers above:

- A majority of the employees feel **motivated** in their job. However, 2% do not.
- There is a tendency that most people feel they have **development opportunities** reflecting skills and wishes, however, 11% disagree or strongly disagree with this statement.
- 14% do not believe they are **informed about matters relevant** for their job tasks.
- Most people feel they know what it is **expected** of them, 5% do not know what is expected.
- 18% feel they do not receive the **necessary instruction or guidance** for performing the job.
- 86% believe they have **influence** on how to do their job.

Whether you feel less motivated in your job, you lack development opportunities, you do not have relevant information for you to do your job, you lack guidance to carry it out, you do not know what is expected of you or you feel you have no influence on how to do the job, you should, if you are not satisfied with the situation, act on this in order to change it.

We urge you to talk to your nearest management but if you do not feel comfortable talking with him or her, you should talk to one of the persons mentioned on next page.

- Approx. one third of the respondents believe that their **workload** is not appropriate.
- Approx. one third are feeling **stressed**.
- Almost half of the respondents feel they are **lonely** in the job.

If you feel these physical symptoms over a longer period:

- Headaches
- Dizziness
- Trouble sleeping
- Problems with memory or concentration
- Stomach or digestive problems

- you need to be aware of your stress level and take good care of your body and mind. Please also reach out to one of the persons mentioned below or your nearest management.

If you see a colleague with stress symptoms, we ask you to reach out to that person and be available for a talk or direct him or her to the below contacts.

You can read more about stress [here](#).

The following persons can be contacted if you need to talk to someone in a confidential manner:

- [SDU staff psychologist](#), Pernille Reumert, [eumert@sdu.dk](mailto:eumert@sdu.dk)
- Work environment manager at IMM the head of department or
- Work environment representative Gitte Storgaard Klausen [gik@sam.sdu.dk](mailto:gik@sam.sdu.dk)
- Union representatives VIP: Karsten Boye Rasmussen and Kristian Rune Hansen (Djøf)  
Union representatives TAP: Ann Skovly and Bodil Kjærsgaard (HK) and Inger Rose Hansen (KS).

If anyone would like to give more detailed information on why they answered as they did in the mini survey, you are welcome to contact Gitte. We value a good work environment for everyone and are always open for ideas on continued improvement for the benefit of everyone.

Please send any ideas for initiatives to improve our work environment in general or with online events to Gitte.

### **Comments re. working from home due to COVID-19**

- Loneliness is increasing
  - Missing socialization with colleagues
  - Missing physical teaching and interaction with students
  - Work time and free time flows into each other
  - Motivation is decreasing
  - Realizing the importance of a good work environment
  - Realizing that it is okay to lower expectations to performance under these circumstances
  - Use more time on teaching hence less on research (even though evaluation of one's performance is based on publications)
  - Working hard and get no real acknowledgment
- 
- More time to do the job
  - Concentration is better
  - More effective working from home
  - Job satisfaction is higher as things happen in own tempo
  - Work life balance has improved
  - Hope that some rules will be established re. working from home once we can return to Campus