



HOW TO SEAD THE ILLUSTRATIONS

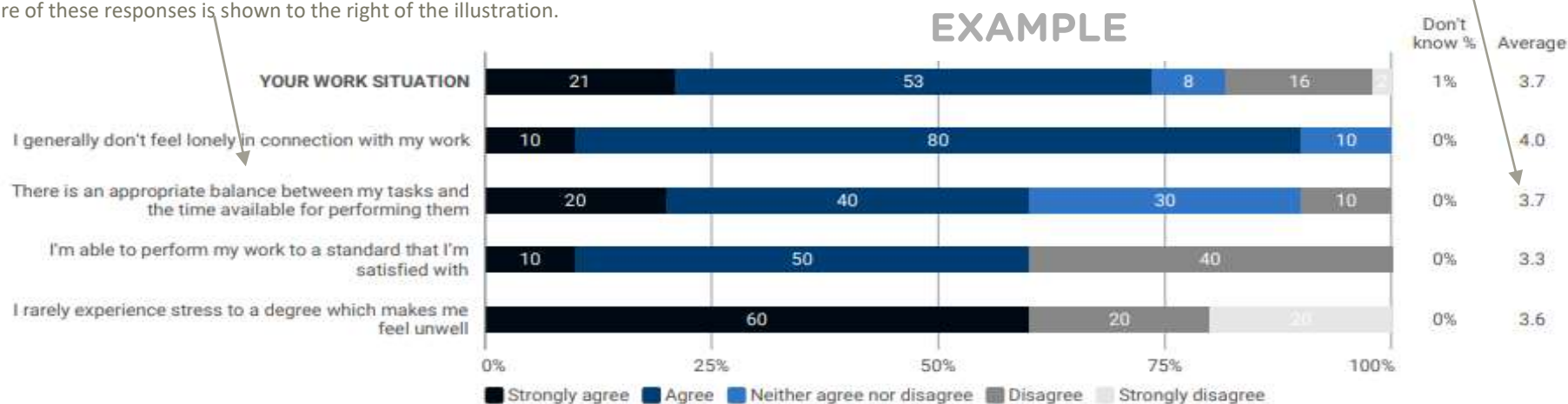
The illustrations show the distribution of responses for the individual statements (from "Totally agree" to "Totally disagree").

In the example below, the responses to the statement 'There is an appropriate balance between my tasks and the time available for performing them' are distributed as follows: 20% "Totally agree", 40% "Agree", 30% "Neither agree nor disagree" and 10% "Disagree". No respondents ticked "Totally disagree".

The "Don't know" responses are not included in the calculation of the result, but the share of these responses is shown to the right of the illustration.

After the share of "Don't know" responses, the average score for the statement is shown.

The five points on the scale are converted so that "Totally agree"=5, "Agree"=4, "Neither agree nor disagree"=3, "Disagree"=2, and "Totally disagree"=1. For the statement in the example below, the average score is 3,7.



CALCULATING THE AVERAGE (EXAMPLE)

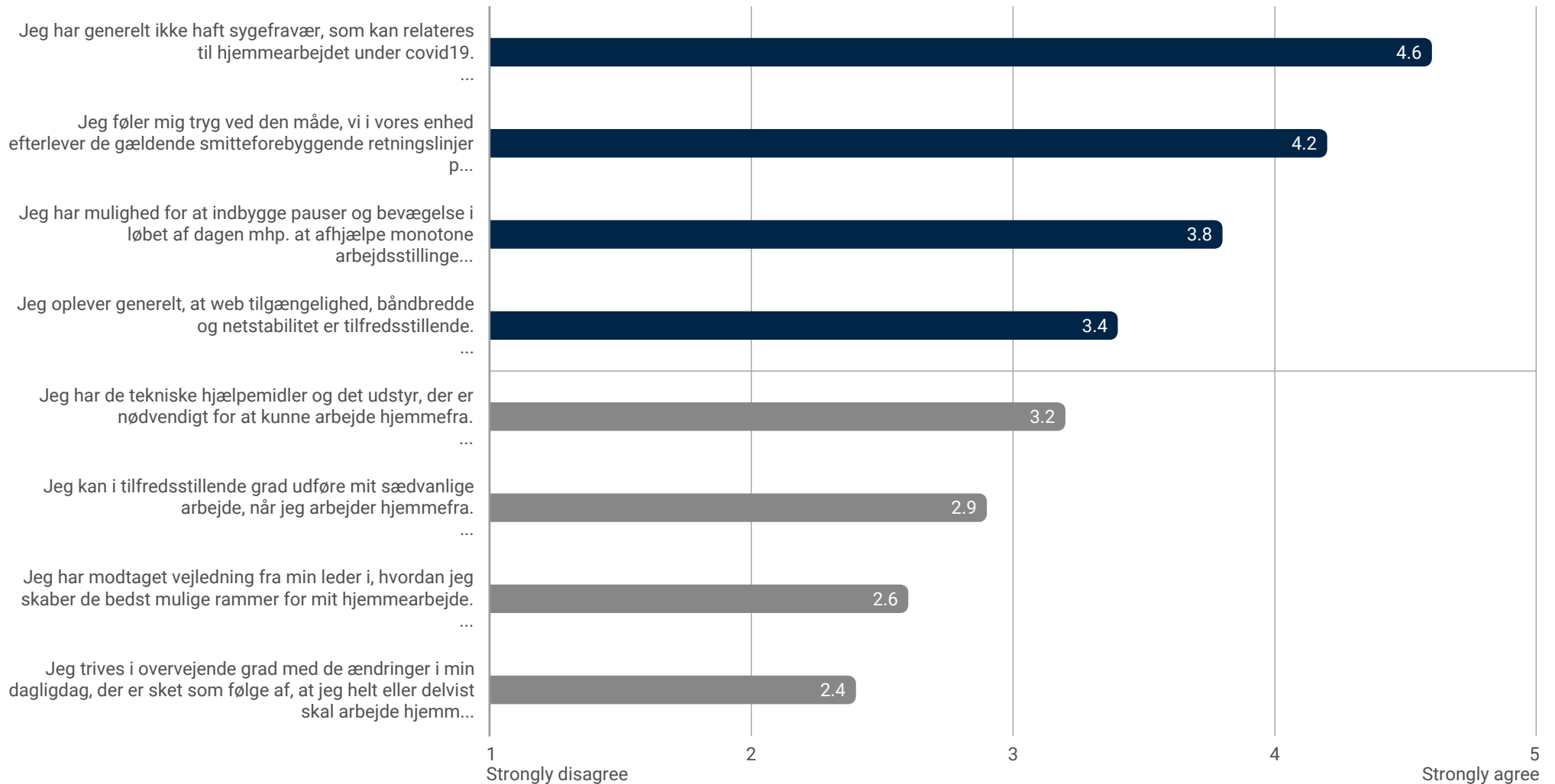
20% ticked "Totally agree" (2 respondents), 40% ticked "Agree" (4 respondents), 30% ticked "Neither agree nor disagree" (3 respondents), 10% ticked "Disagree" (1 respondent).

The calculation is thus as follows:

$$\frac{(2 * 5) + (4 * 4) + (3 * 3) + (1 * 2) + (0 * 1)}{10} = 3,7$$

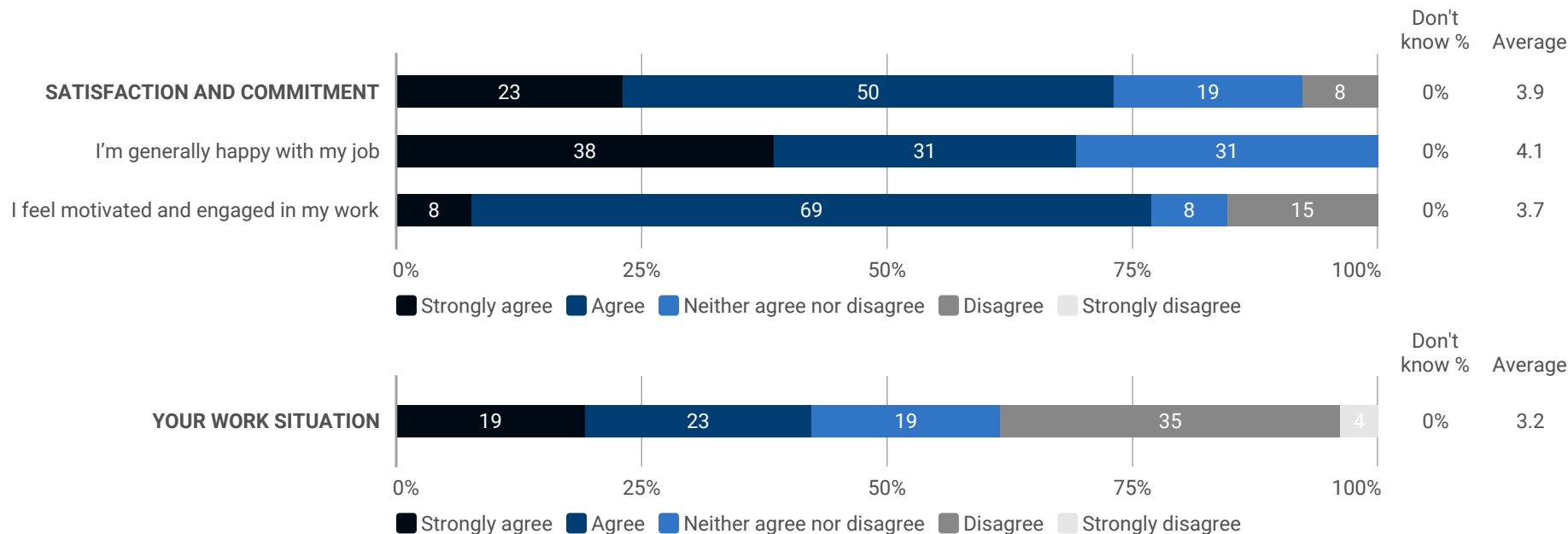
The four statements with the highest scores and the four statements with the lowest scores are shown below. The indicators are not included in the computation.

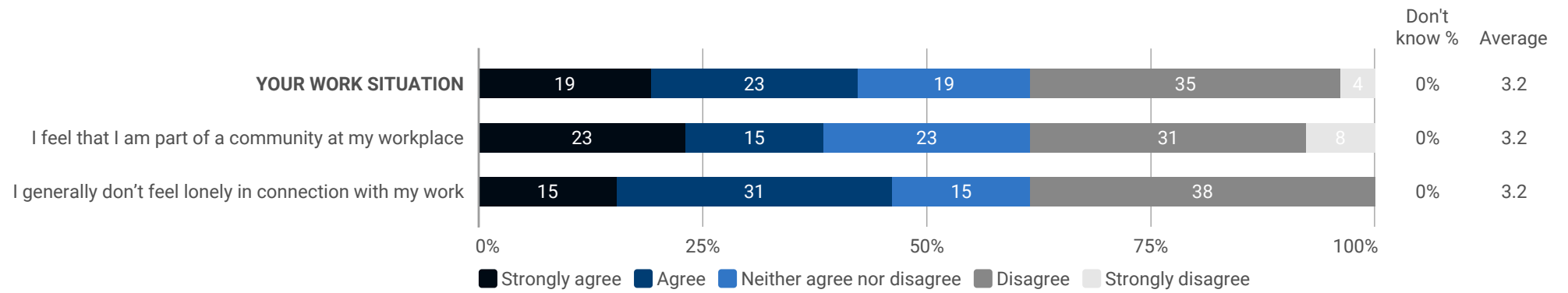
All statements are assessed on a scale from 1 (Totally disagree) to 5 (Totally agree), where 2 corresponds to 'Disagree', 3 to 'Neither agree nor disagree' and 4 to 'Agree'. An average score of 4 can thus be interpreted to mean that the employees tend to agree.



The results for the statements in the psychological WPA are shown on the following pages. A block of statements is shown for each of the themes surveyed. The aggregate result for each theme is shown at the top of the block. The first block shows the results for satisfaction and commitment, based on the four indicators from the quick overview.

The results are shown as a distribution of responses, as the share of respondents who ticked 'Don't know' and as the average score for the individual statements. The distribution of responses provides a detailed insight into the employees' responses, while the average score makes it possible to make comparisons.

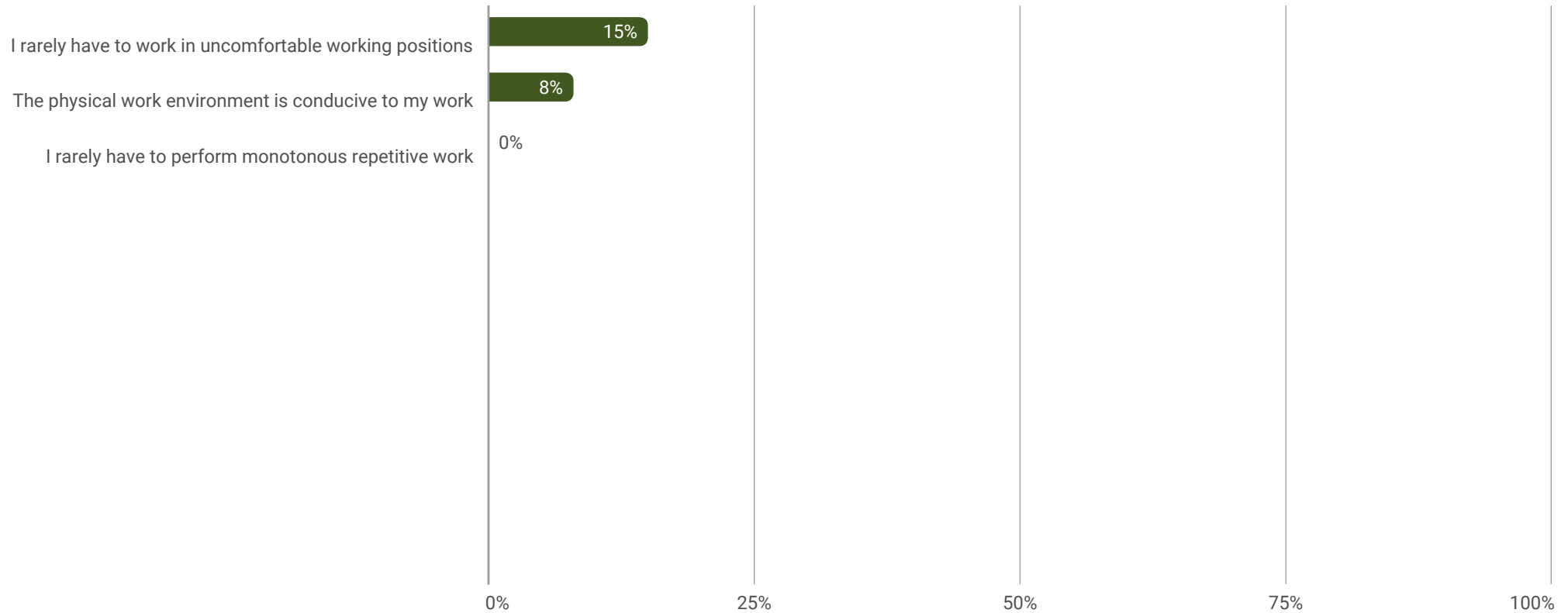




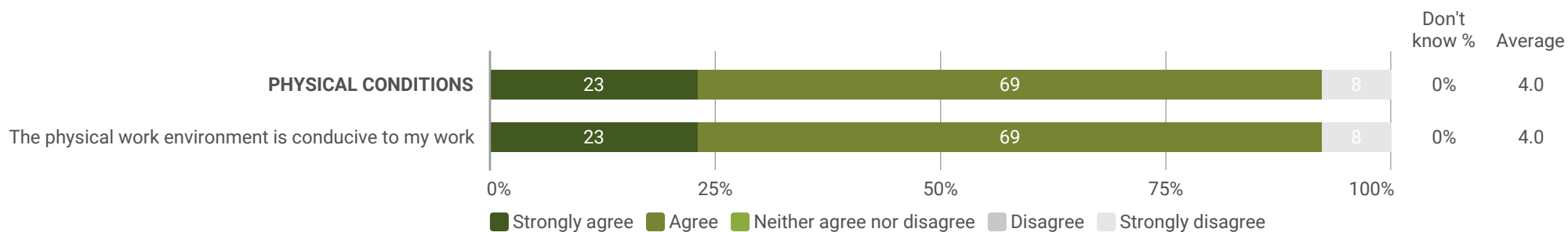
PHYSICAL WPA

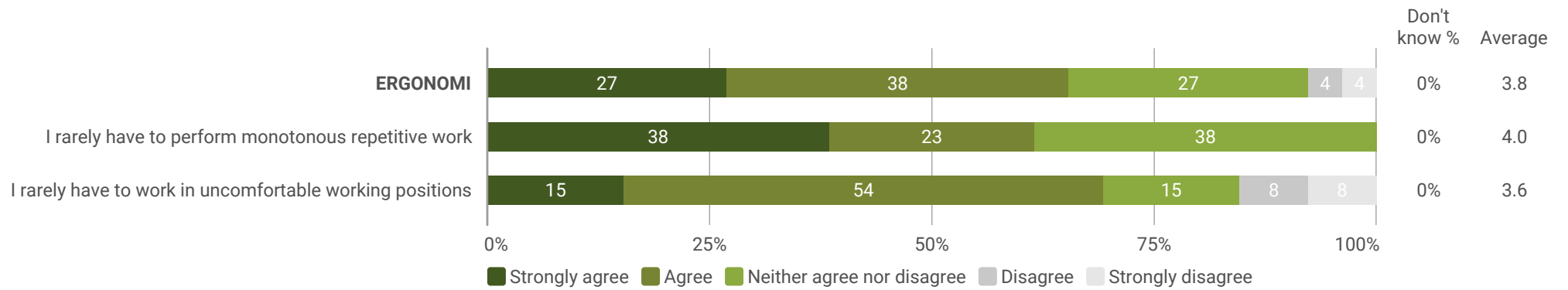
Below, you can see the statements from the physical WPA with the highest share of respondents who disagree (please note that local statements are not included in the graph).

The figures indicate the share of employees (in %) who ticked either 'Disagree' or 'Totally disagree' for the specific statements.



The results for the statements in the physical WPA are shown on the following pages.





OTHER QUESTIONS

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