5219 INANO-KEMI, INANO-HUSET

Introduction

At Aarhus University, workplace assessments (WPA) are conducted every three years.

This report is based on the responses to the WPA questionnaire completed by staff at Aarhus University in February/March 2022. The WPA 2022 survey covers both the physical and the psychological work environment. Based on the WPA reports, staff and management can start discussing the results for their respective units and together identify priority focus areas.

The overall WPA reports for AU are available on the WPA 2022 website (https://medarbejdere.au.dk/en/administration/hr/workingenvironment/wpa).

Structure of the report

QUICK OVERVIEW
Results for key questions and questions with highest/lowest scores.

RESULTS FOR PSYCHOLOGICAL WPA
Results for questions grouped under individual themes.

OFFENSIVE BEHAVIOUR, DISCRIMINATION AND SICKNESS ABSENCE
Results for questions concerning offensive behaviour, discrimination and sickness absence are shown if a minimum of 40 responses are received.

RESULTS FOR PHYSICAL WPA
Results for questions concerning the physical facilities and organisation of the workplace.

ANNEXES
Results broken down by background characteristics.

Comparisons in the report

In the report, the results are compared with the WPA 2019 results and the results for any higher organisational levels (where possible).

The comparisons are always based on averages.

Below you can see the basis of comparison in this report.

WPA 2019

5213 Interdisciplinær Nanotek., Cent.f.

INANO KEMI (5218, 5219)

Averages

In the quick overview, averages are shown in two ways. Averages are measured on a scale from 1 to 5, where 5 is always the most positive.

Beneath the illustration, the score is compared with the latest survey and the rest of the organisation (where possible).

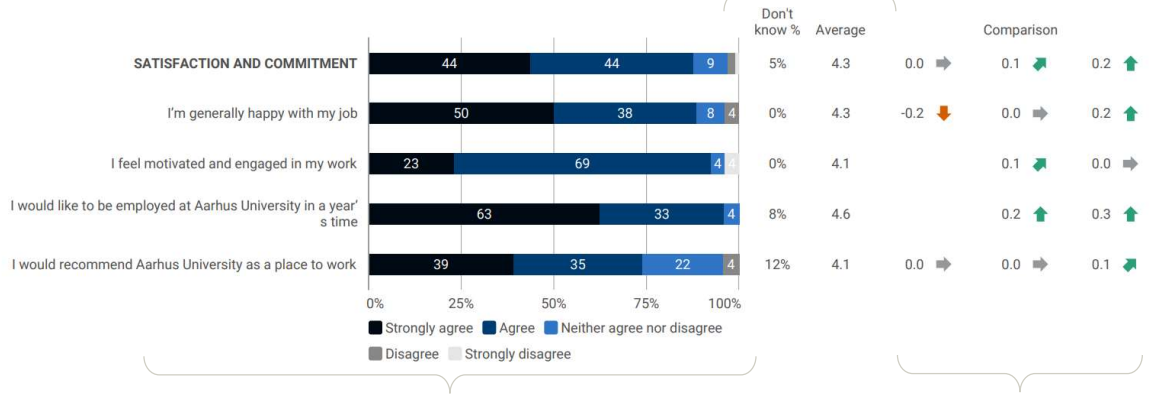
A comparative score of 0.1 indicates that the result in this report is 0.1 better than the comparative result(s).

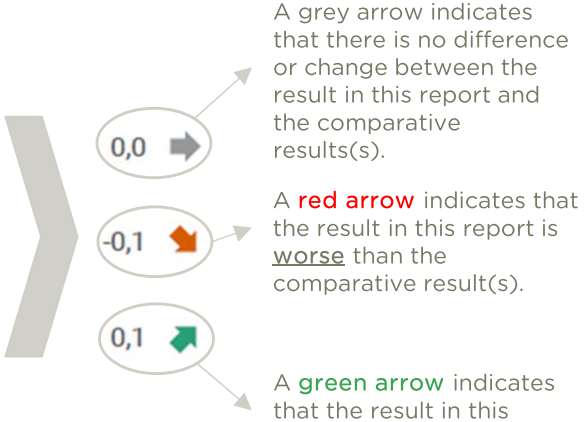
A comparative score of -0.1 indicates that the result in this report is 0.1 worse than the comparative result(s).

Distribution of responses

The aggregated result for the theme is shown first. Then follow the questions covered by the theme.

To the right of the illustration, the percentage of 'Don't know/not relevant' responses to the individual questions is shown. Then follows the average score for the question.





A grey arrow indicates that there is no difference or change between the result in this report and the comparative results(s).

A red arrow indicates that the result in this report is worse than the comparative result(s).

A green arrow indicates that the result in this report is better than the comparative result(s).

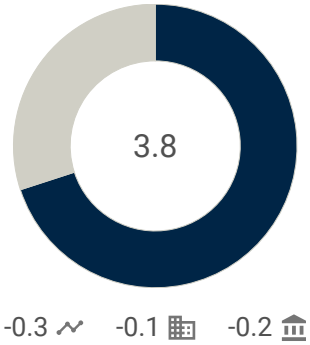
The distribution of responses is shown in the middle. The figures in the bar indicate percentages. In the last question in the example, 39% ticked 'Totally agree', 35% ticked 'Agree', 22% ticked 'Neither agree nor disagree', 4% ticked 'Disagree', and 0% ticked 'Totally disagree'.

To the far right, the result is compared with the latest survey and any higher organisational levels (where possible).

Satisfaction and commitment

Satisfaction and commitment are measured by the four indicators in the middle of this page, which provide an impression of the general level of satisfaction and commitment in the unit.

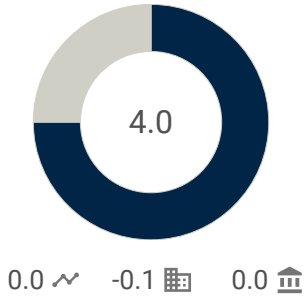
Satisfaction and commitment



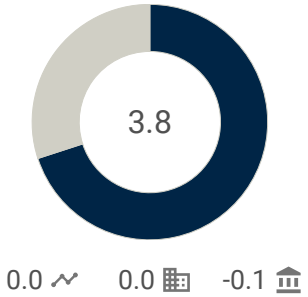
Indicators

The indicators provide a general picture of employee satisfaction, commitment and loyalty.
Unlike the other questions in the survey, these indicators are hard to influence directly because they reflect the respondents' general experience of the organisational framework and the organisational culture. However, they are influenced indirectly when you succeed in changing the respondents' experience of the framework and the culture.
The four questions are shown in full on page 8.

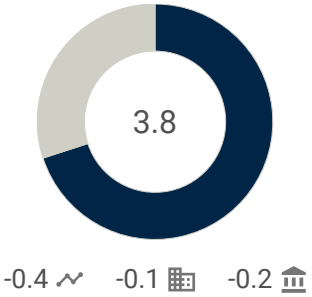
Overall satisfaction



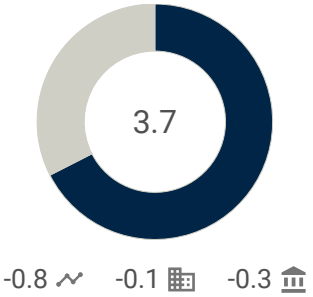
Motivation and commitment



Loyalty



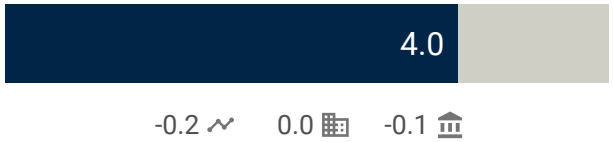
Willingness to recommend



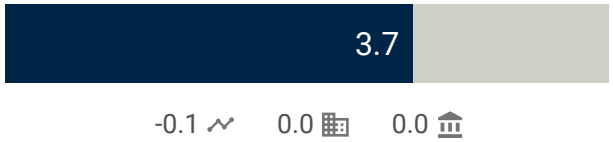
Themes

Each theme is covered by a number of questions, which are shown later in the report.
The questions cover the issues which you can work with in order to influence indicators in the survey.

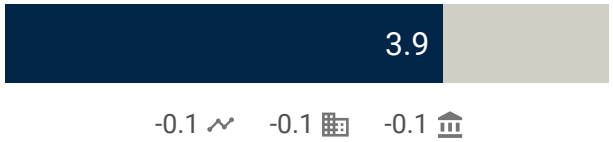
Your development



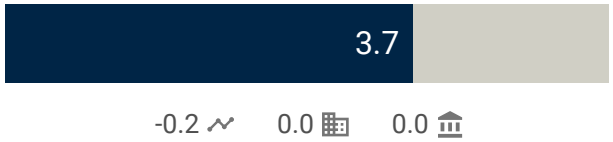
Your work situation



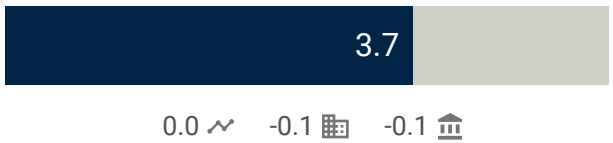
Your unit



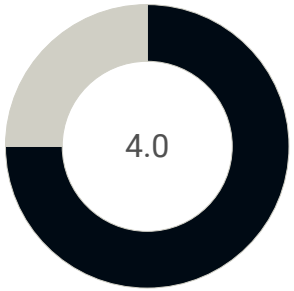
Your day-to-day management



Our organisation

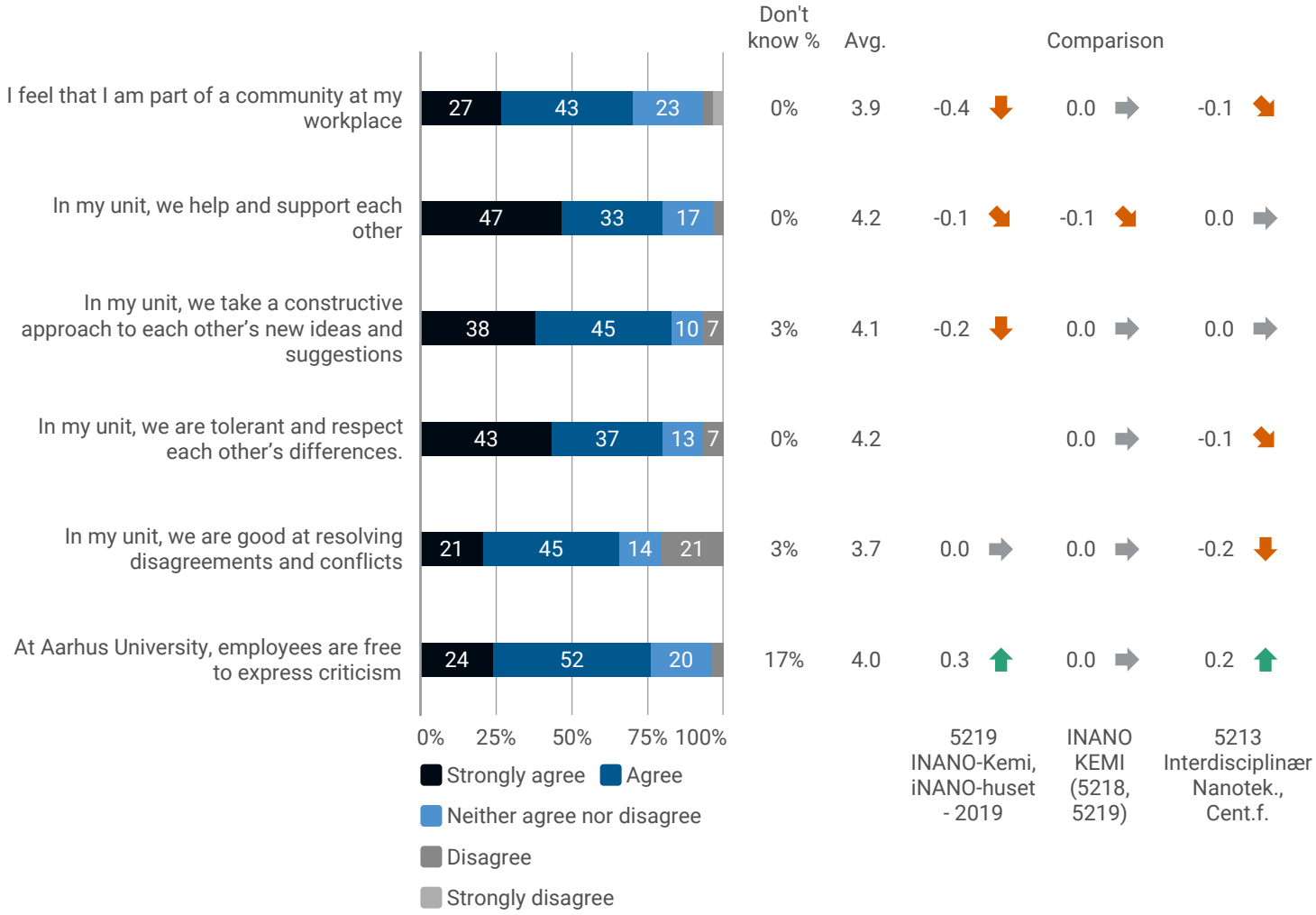


Psychological safety



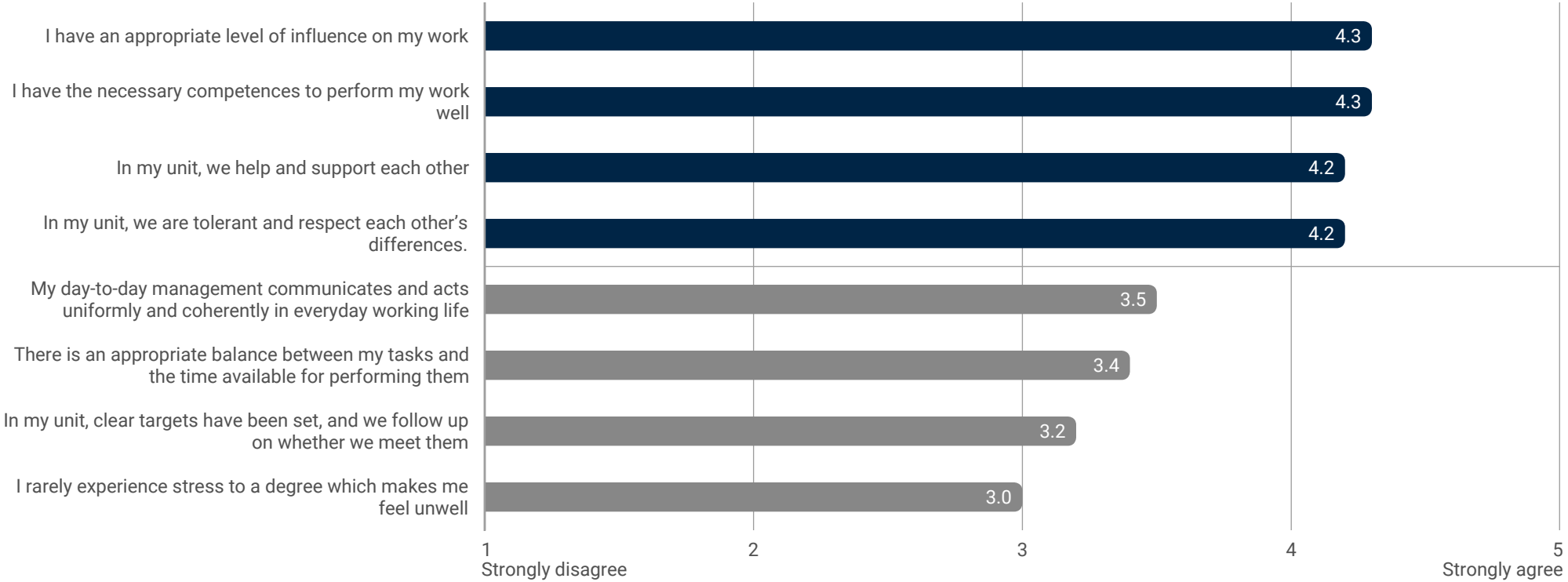
-0.1 0.0 -0.1

The results of the questions included in the theme 'Psychological safety' are shown below. The theme is composed of questions that are included across the study's other themes presented on the previous page.

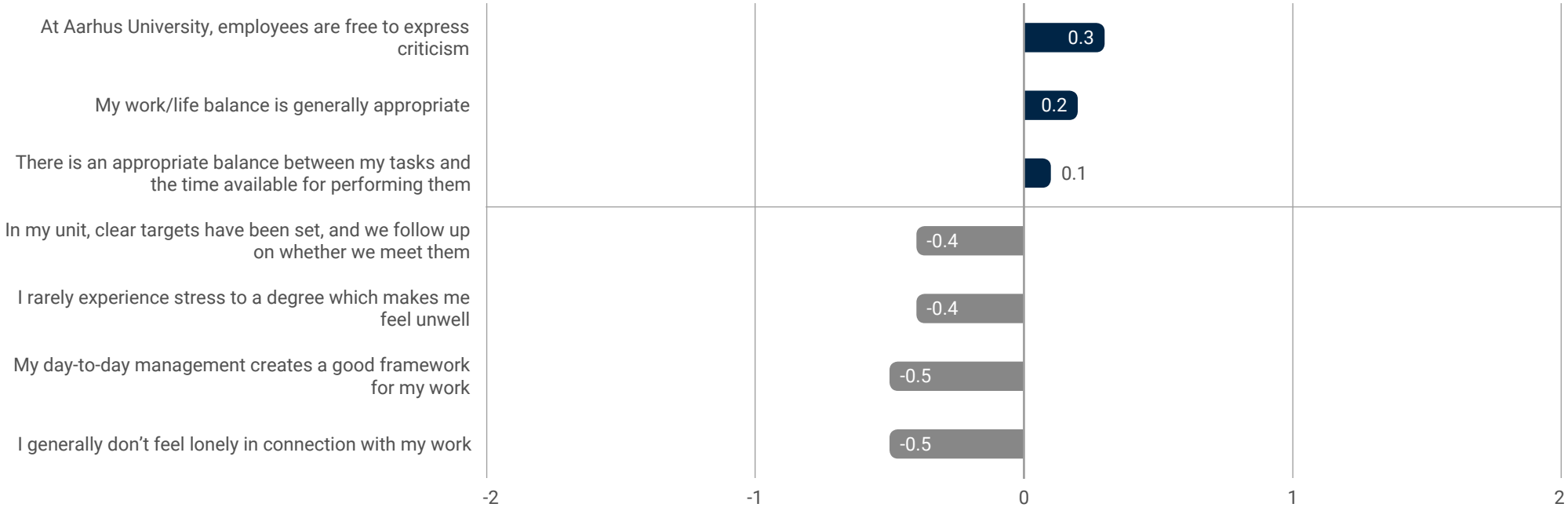


The four questions with the highest scores and the four questions with the lowest scores are shown below. The indicators are not included in the computation.

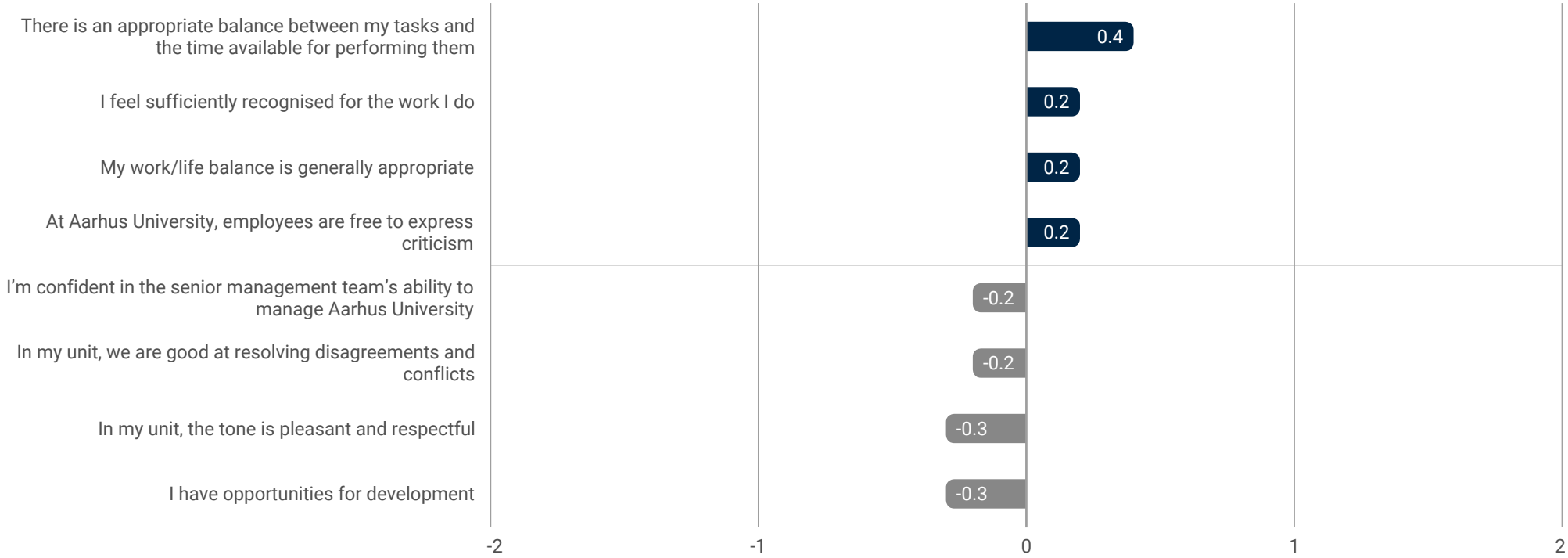
All questions are assessed on a scale from 1 (Totally disagree) to 5 (Totally agree), where 2 corresponds to 'Disagree', 3 to 'Neither agree nor disagree' and 4 to 'Agree'. An average score of 4 can thus be interpreted to mean that the employees tend to agree.



Below are the questions where the department/unit deviates the most from the latest survey. Up to four positive and four negative deviations are presented (if possible). Indicators are not included.



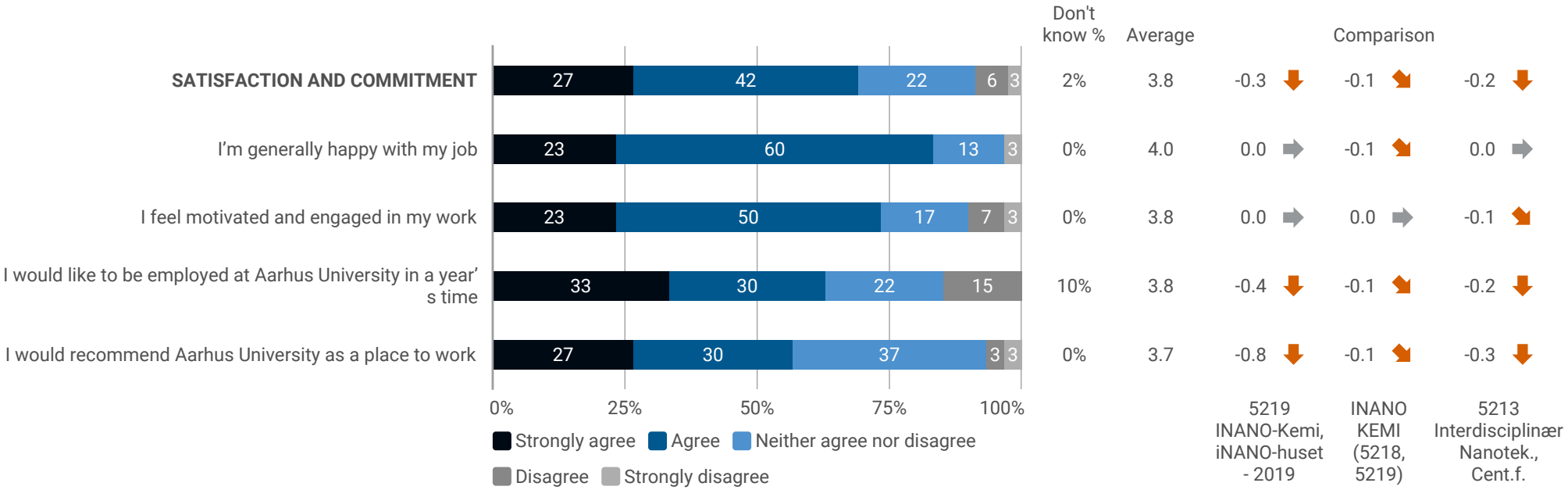
Below are the questions where the department/unit deviates the most from 5213 Interdisciplinær Nanotek., Cent.f.. Up to four positive and four negative deviations are presented (if possible). Indicators are not included.

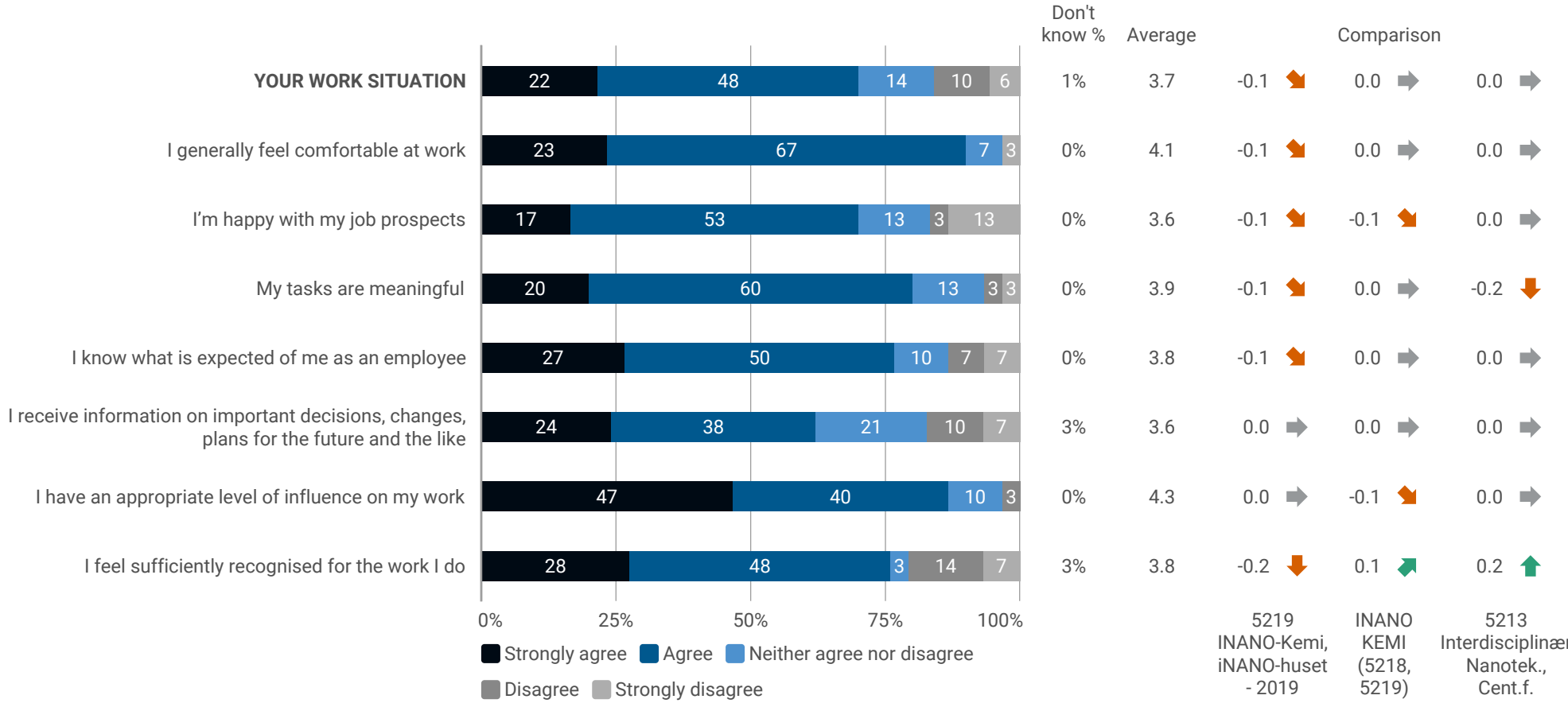


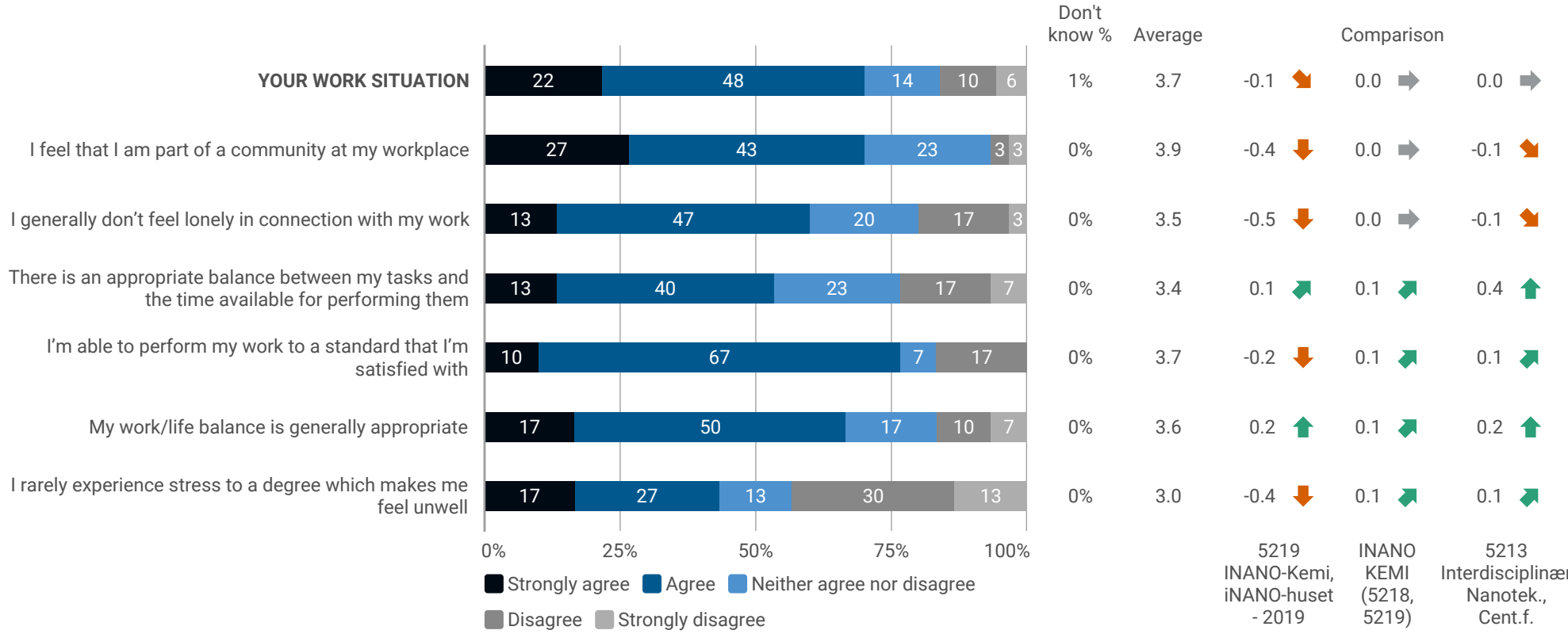
The results for the questions in the psychological WPA are shown on the following pages. A block of questions is shown for each of the themes surveyed. The aggregate result for each theme is shown at the top of the block. The first block shows the results for satisfaction and commitment, based on the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

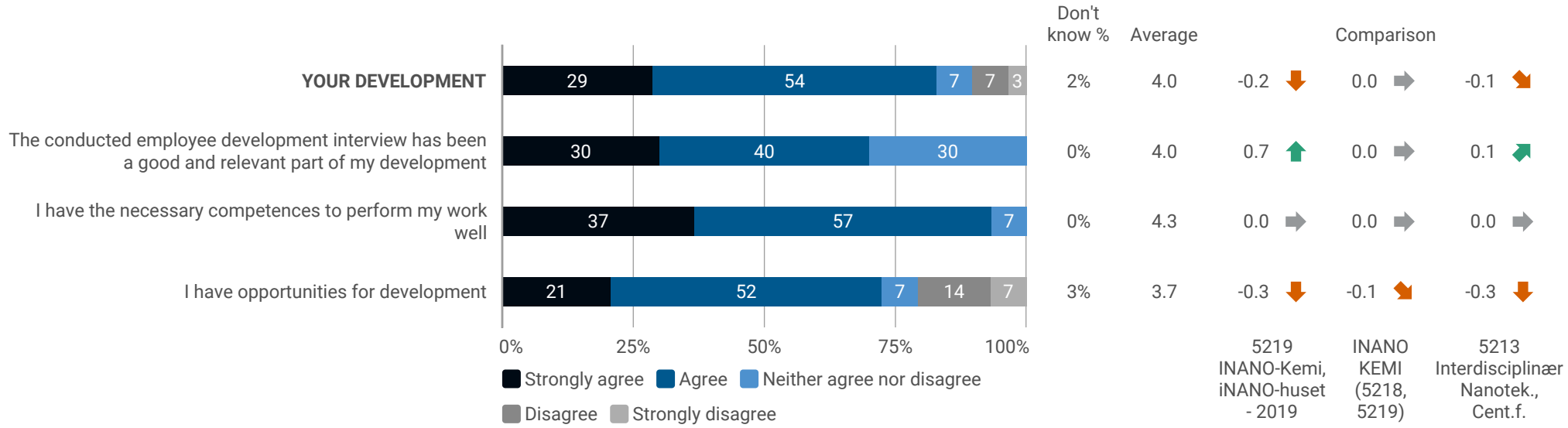
The results are shown as a distribution of responses, as the share of respondents who ticked 'Don't know' and as the average score for the individual questions. The distribution of responses provides a detailed insight into the employees' responses, while the average score makes it possible to make comparisons.

To the right of the illustration, the average score is compared with the results from 2019, the result for INANO KEMI (5218, 5219) and 5213 Interdisciplinær Nanotek., Cent.f.. The results of the comparisons are shown both as values and with arrows. A horizontal grey arrow indicates no change in the average score, a red arrow indicates that the result for 5219 INANO-Kemi, iNANO-huset is lower, while a green arrow shows that the result is higher. The obliqueness of the arrow indicates whether the score has changed a lot or a little.



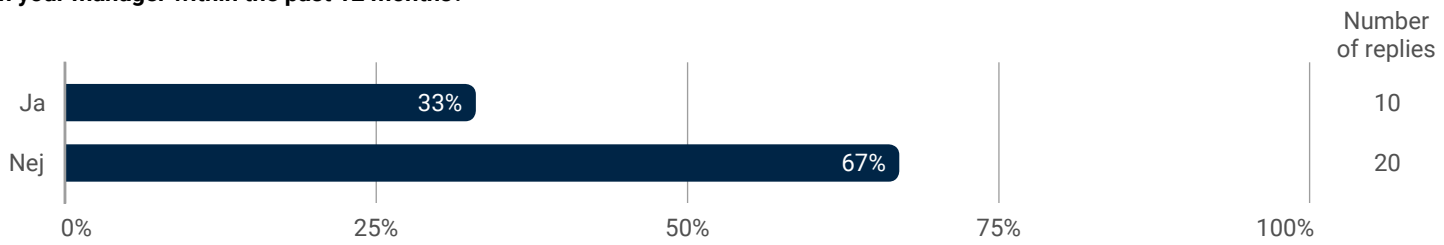

Don't know %
Average
Comparison
YOUR WORK SITUATION 22 48 14 10 6 1% 3.7 -0.1 0.0 0.0
I generally feel comfortable at work 23 67 7 3 0% 4.1 -0.1 0.0 0.0
I'm happy with my job prospects 17 53 13 3 13 0% 3.6 -0.1 -0.1 0.0
My tasks are meaningful 20 60 13 3 3 0% 3.9 -0.1 0.0 -0.2
I know what is expected of me as an employee 27 50 10 7 7 0% 3.8 -0.1 0.0 0.0
I receive information on important decisions, changes, plans for the future and the like 24 38 21 10 7 3% 3.6 0.0 0.0 0.0
I have an appropriate level of influence on my work 47 40 10 3 0% 4.3 0.0 -0.1 0.0
I feel sufficiently recognised for the work I do 28 48 3 14 7 3% 3.8 -0.2 0.1 0.2
0% 25% 50% 75% 100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.


Don't know %
Average
Comparison
YOUR WORK SITUATION
22
48
14
10
6
1%
3.7
-0.1
0.0
0.0
I feel that I am part of a community at my workplace
27
43
23
3
3
0%
3.9
-0.4
0.0
-0.1
I generally don't feel lonely in connection with my work
13
47
20
17
3
0%
3.5
-0.5
0.0
-0.1
There is an appropriate balance between my tasks and the time available for performing them
13
40
23
17
7
0%
3.4
0.1
0.1
0.4
I'm able to perform my work to a standard that I'm satisfied with
10
67
7
17
0%
3.7
-0.2
0.1
0.1
My work/life balance is generally appropriate
17
50
17
10
7
0%
3.6
0.2
0.1
0.2
I rarely experience stress to a degree which makes me feel unwell
17
27
13
30
13
0%
3.0
-0.4
0.1
0.1
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.

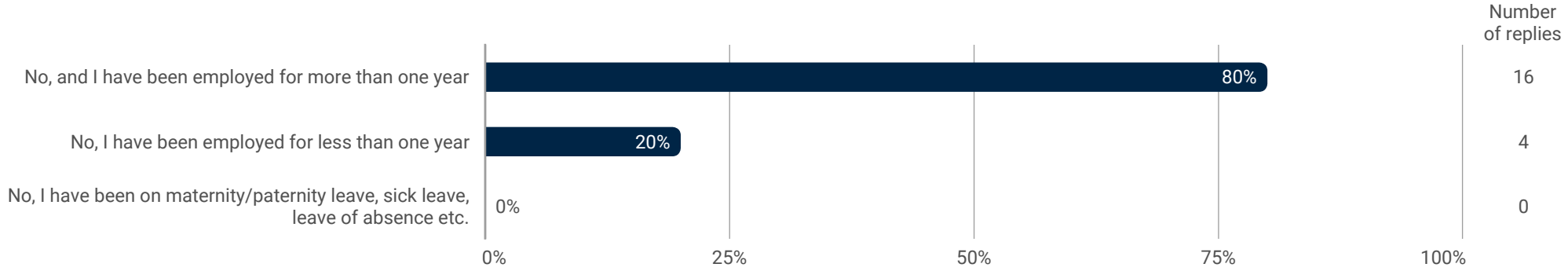


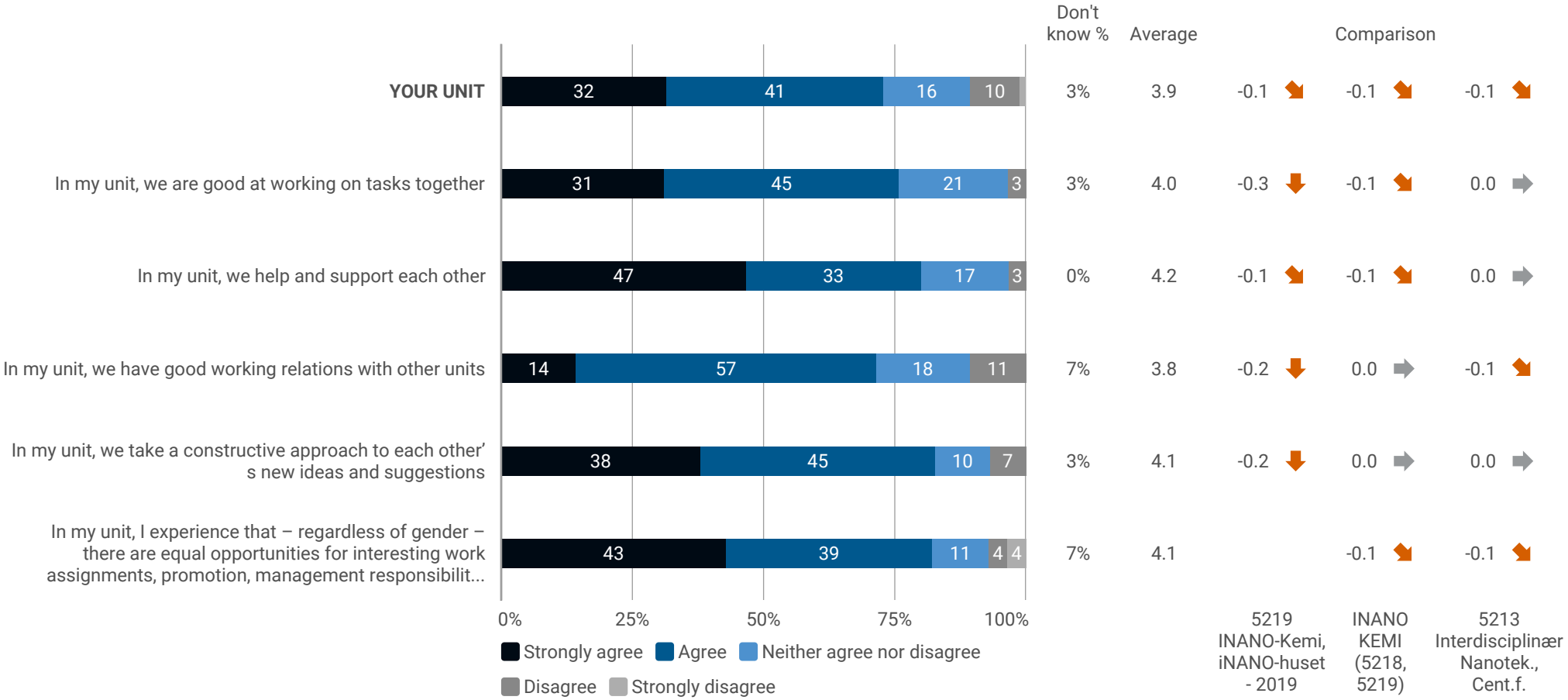
The question 'The conducted employee development interview has been a good and relevant part of my development' has only been asked of employees who have attended their SDD.
The results are shown only if a minimum of ten employees have attended their SDD and is not part of the theme score 'Your developement'.
The question has been reformulated in relation to 2019, where it was: The SDD has contributed to my development.

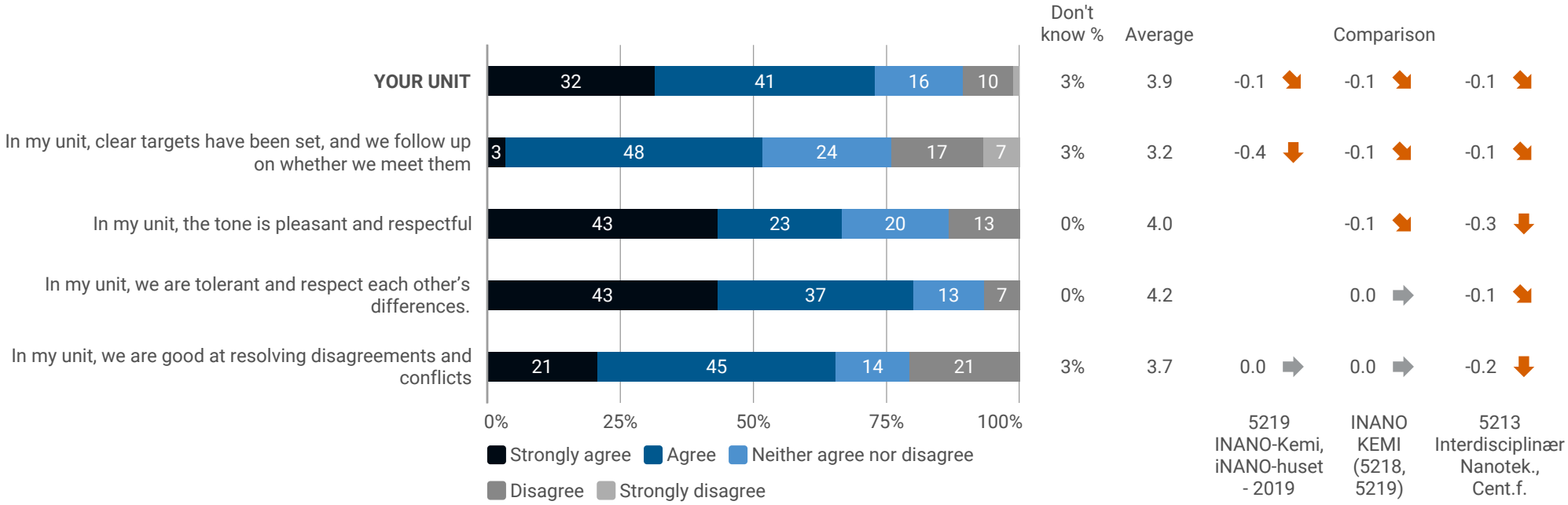
Have you held a staff development dialogue (SDD) with your manager within the past 12 months?

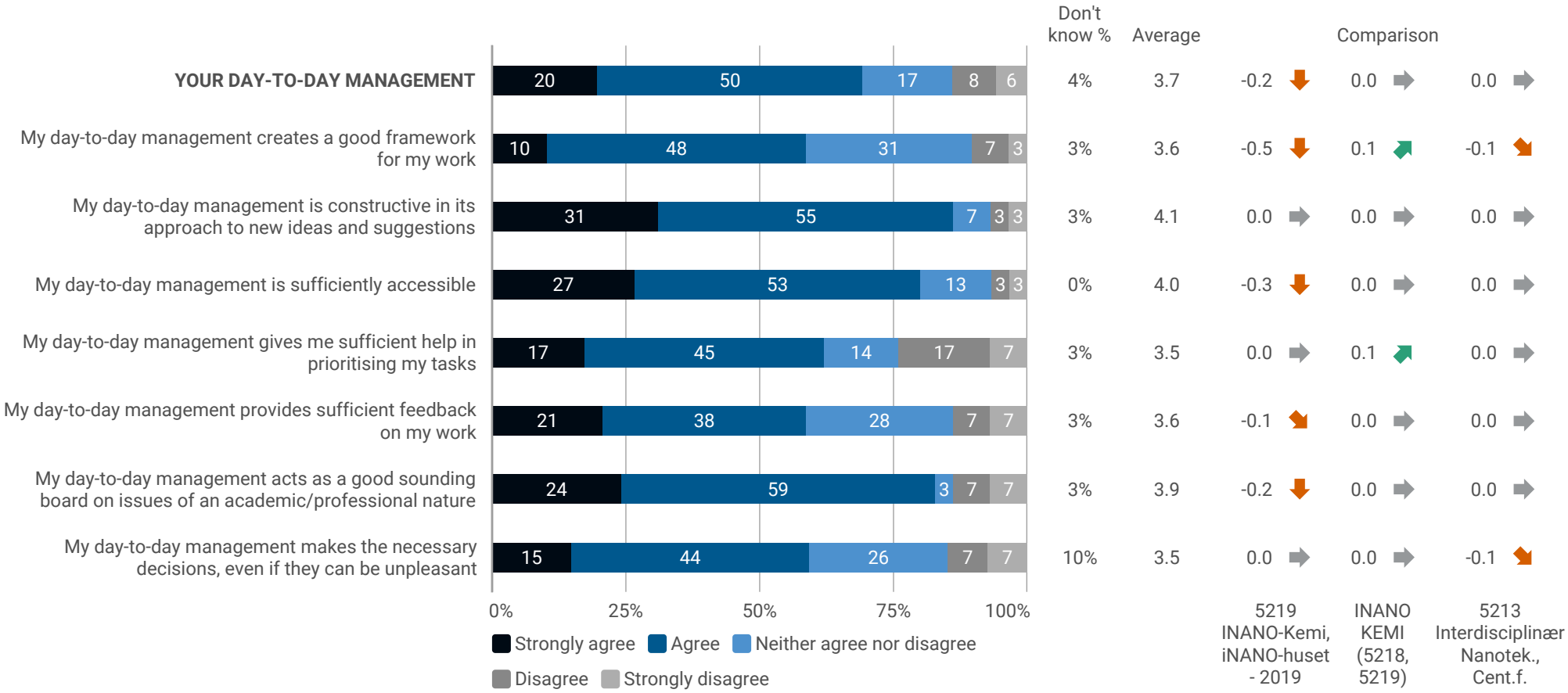


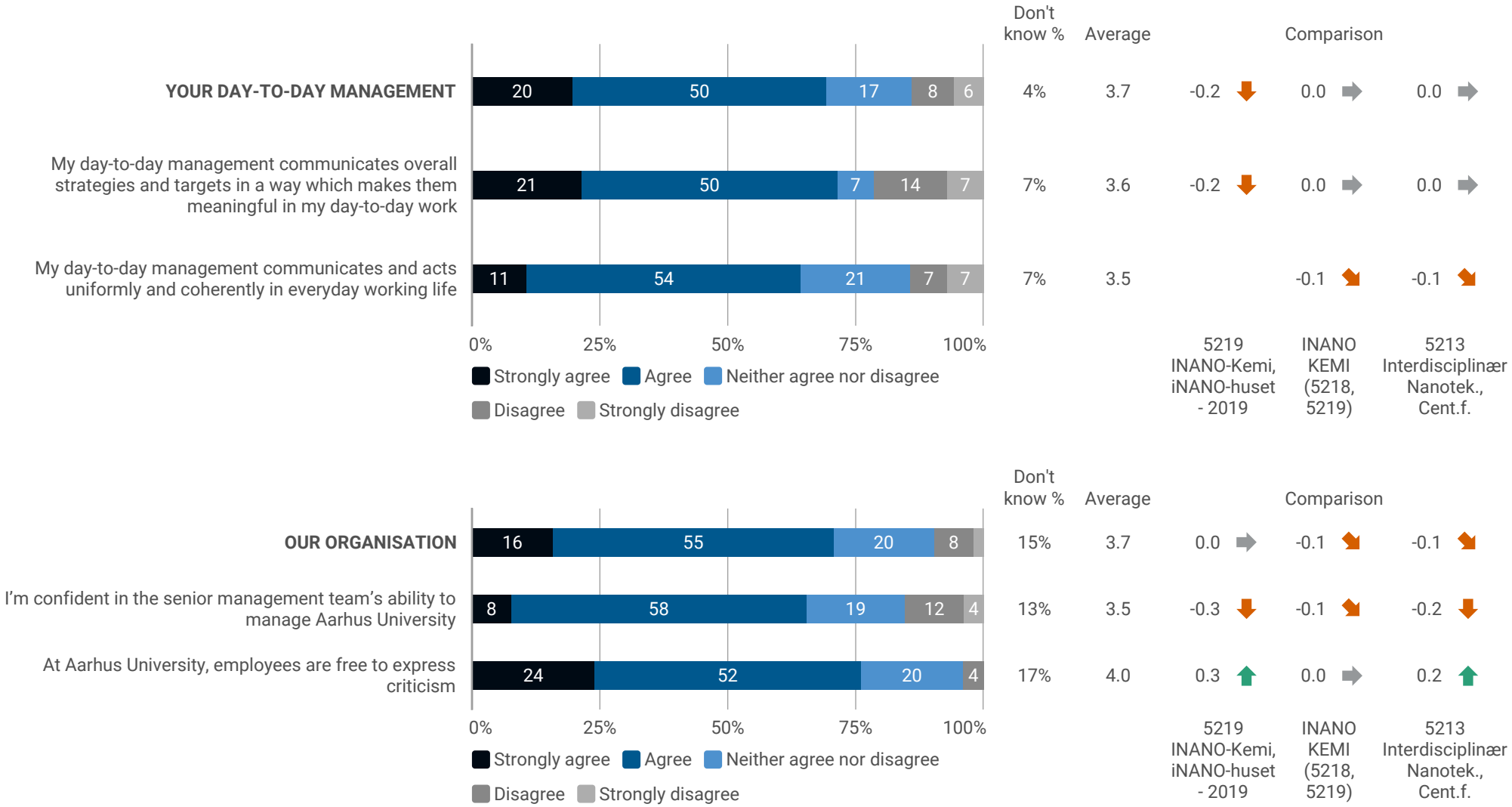
Distribution of No in the above mentioned question:




Don't know %
Average
Comparison
YOUR UNIT
32
41
16
10
3%
3.9
-0.1
-0.1
-0.1
In my unit, we are good at working on tasks together
31
45
21
3
3%
4.0
-0.3
-0.1
0.0
In my unit, we help and support each other
47
33
17
3
0%
4.2
-0.1
-0.1
0.0
In my unit, we have good working relations with other units
14
57
18
11
7%
3.8
-0.2
0.0
-0.1
In my unit, we take a constructive approach to each other's new ideas and suggestions
38
45
10
7
3%
4.1
-0.2
0.0
0.0
In my unit, I experience that – regardless of gender – there are equal opportunities for interesting work assignments, promotion, management responsibilit...
43
39
11
4
4
7%
4.1
-0.1
-0.1
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.


Don't know %
Average
Comparison
YOUR UNIT
32
41
16
10
3%
3.9
-0.1
-0.1
-0.1
In my unit, clear targets have been set, and we follow up on whether we meet them
3
48
24
17
7
3%
3.2
-0.4
-0.1
-0.1
In my unit, the tone is pleasant and respectful
43
23
20
13
0%
4.0
-0.1
-0.3
In my unit, we are tolerant and respect each other's differences.
43
37
13
7
0%
4.2
0.0
-0.1
In my unit, we are good at resolving disagreements and conflicts
21
45
14
21
3%
3.7
0.0
0.0
-0.2
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.

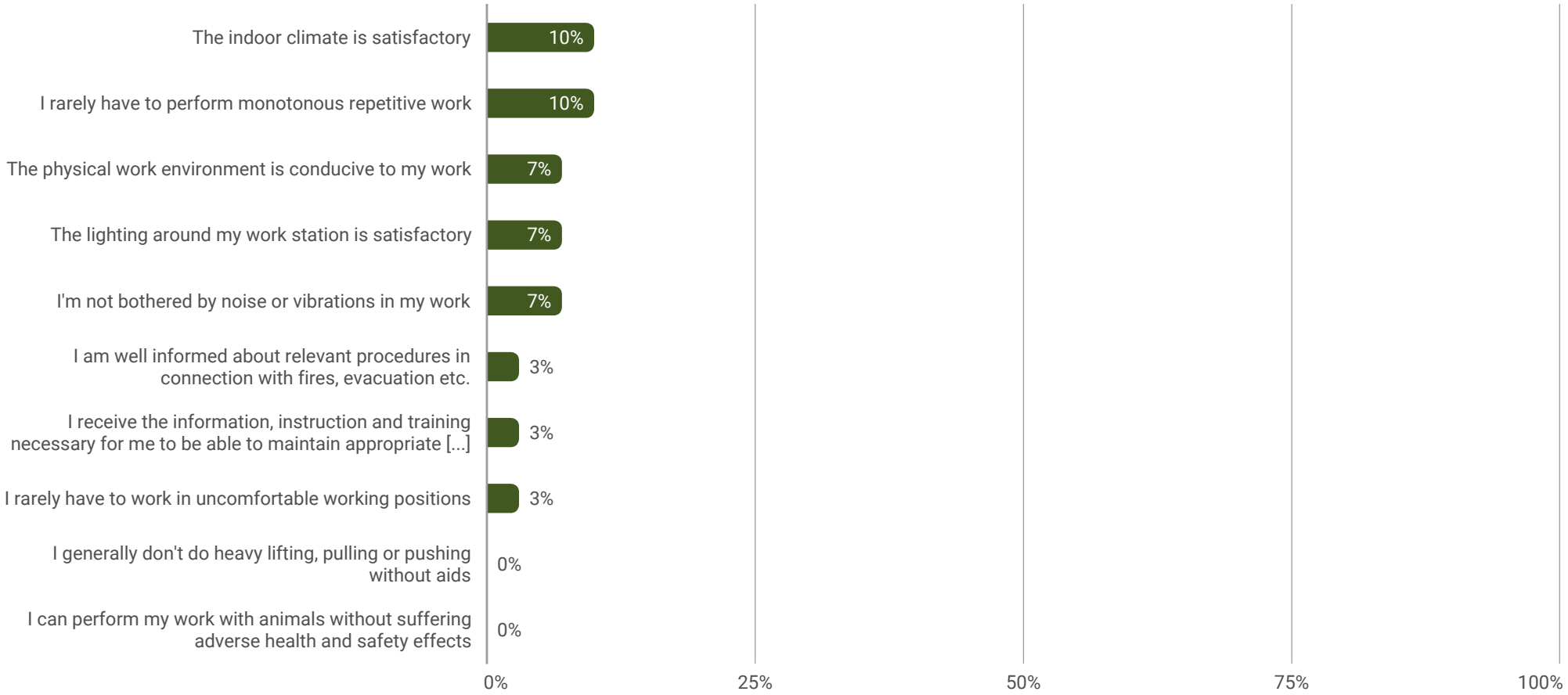

Don't know %
Average
Comparison
YOUR DAY-TO-DAY MANAGEMENT
20 50 17 8 6
4% 3.7 -0.2 0.0 0.0
My day-to-day management creates a good framework for my work
10 48 31 7 3
3% 3.6 -0.5 0.1 -0.1
My day-to-day management is constructive in its approach to new ideas and suggestions
31 55 7 3 3
3% 4.1 0.0 0.0 0.0
My day-to-day management is sufficiently accessible
27 53 13 3 3
0% 4.0 -0.3 0.0 0.0
My day-to-day management gives me sufficient help in prioritising my tasks
17 45 14 17 7
3% 3.5 0.0 0.1 0.0
My day-to-day management provides sufficient feedback on my work
21 38 28 7 7
3% 3.6 -0.1 0.0 0.0
My day-to-day management acts as a good sounding board on issues of an academic/professional nature
24 59 3 7 7
3% 3.9 -0.2 0.0 0.0
My day-to-day management makes the necessary decisions, even if they can be unpleasant
15 44 26 7 7
10% 3.5 0.0 0.0 -0.1
0% 25% 50% 75% 100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.


Don't know %
Average
Comparison
YOUR DAY-TO-DAY MANAGEMENT
20
50
17
8
6
4%
3.7
-0.2
0.0
0.0
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work
21
50
7
14
7
7%
3.6
-0.2
0.0
0.0
My day-to-day management communicates and acts uniformly and coherently in everyday working life
11
54
21
7
7
7%
3.5
-0.1
-0.1
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.
Don't know %
Average
Comparison
OUR ORGANISATION
16
55
20
8
15%
3.7
0.0
-0.1
-0.1
I'm confident in the senior management team's ability to manage Aarhus University
8
58
19
12
4
13%
3.5
-0.3
-0.1
-0.2
At Aarhus University, employees are free to express criticism
24
52
20
4
17%
4.0
0.3
0.0
0.2
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.

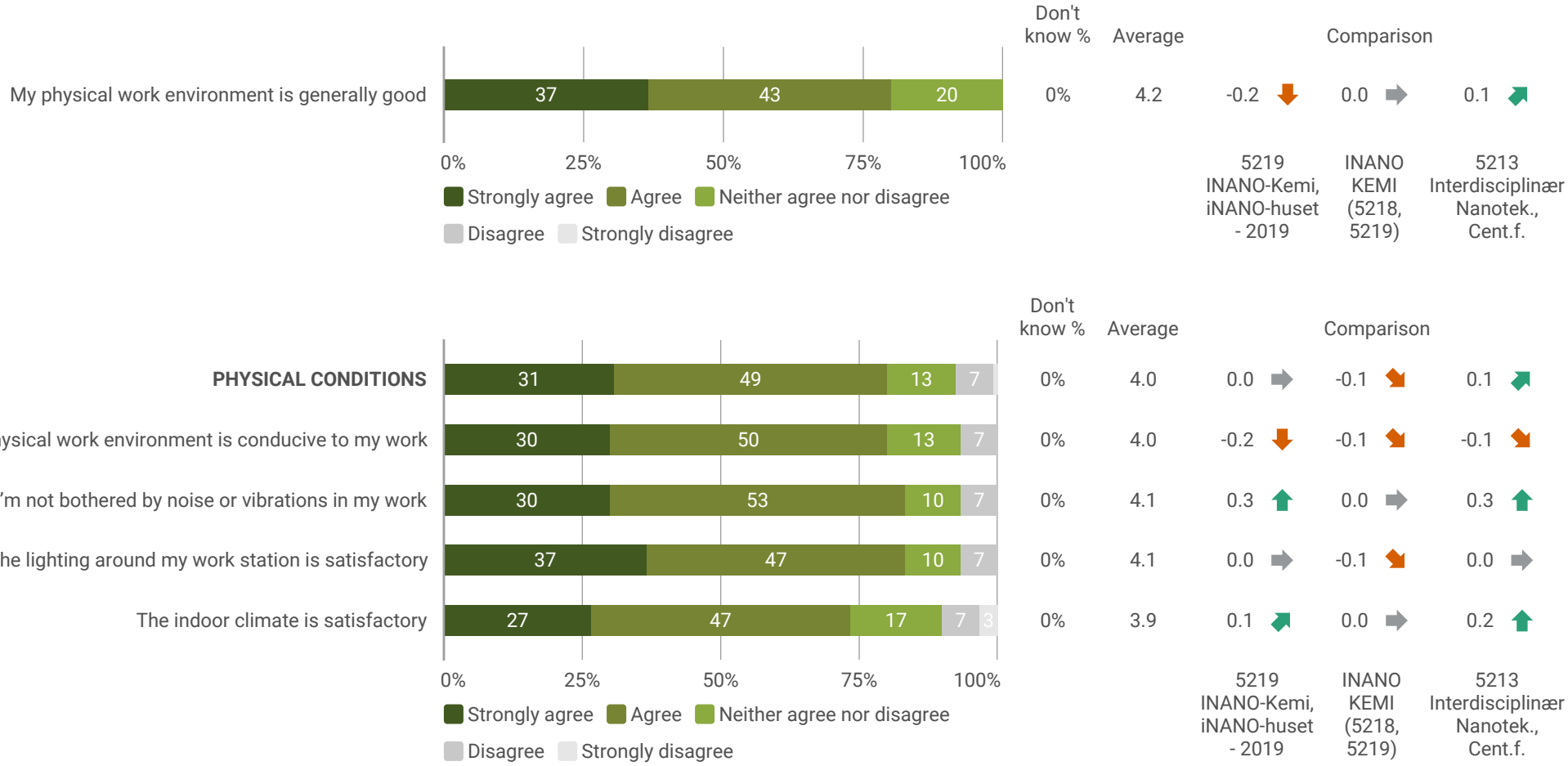
PHYSICAL WPA

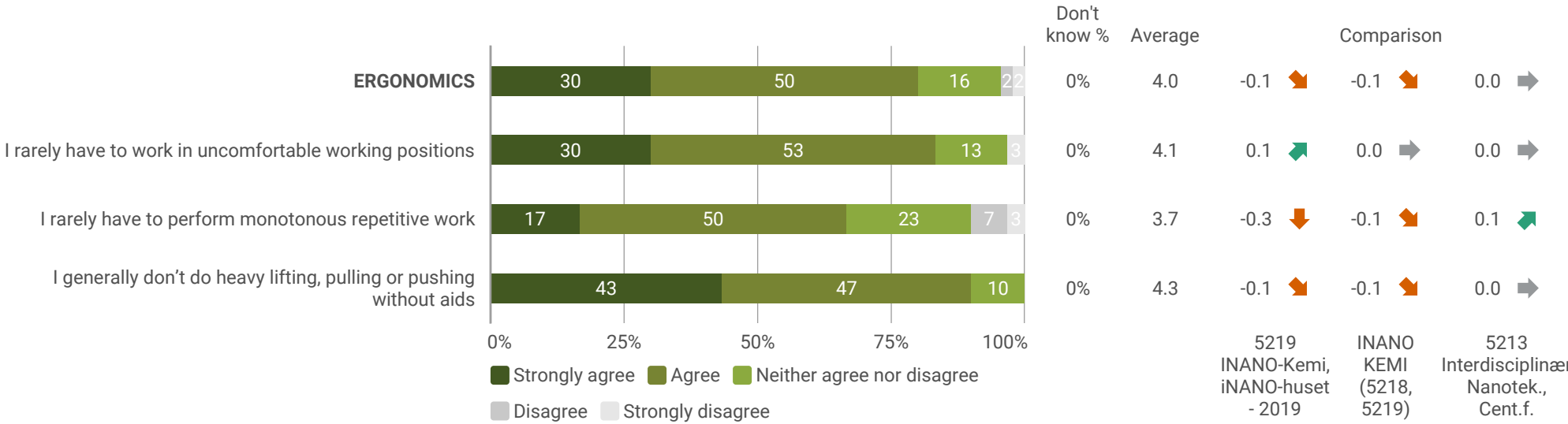
Below, you can see the ten questions from the physical WPA with the highest share of respondents who disagree.

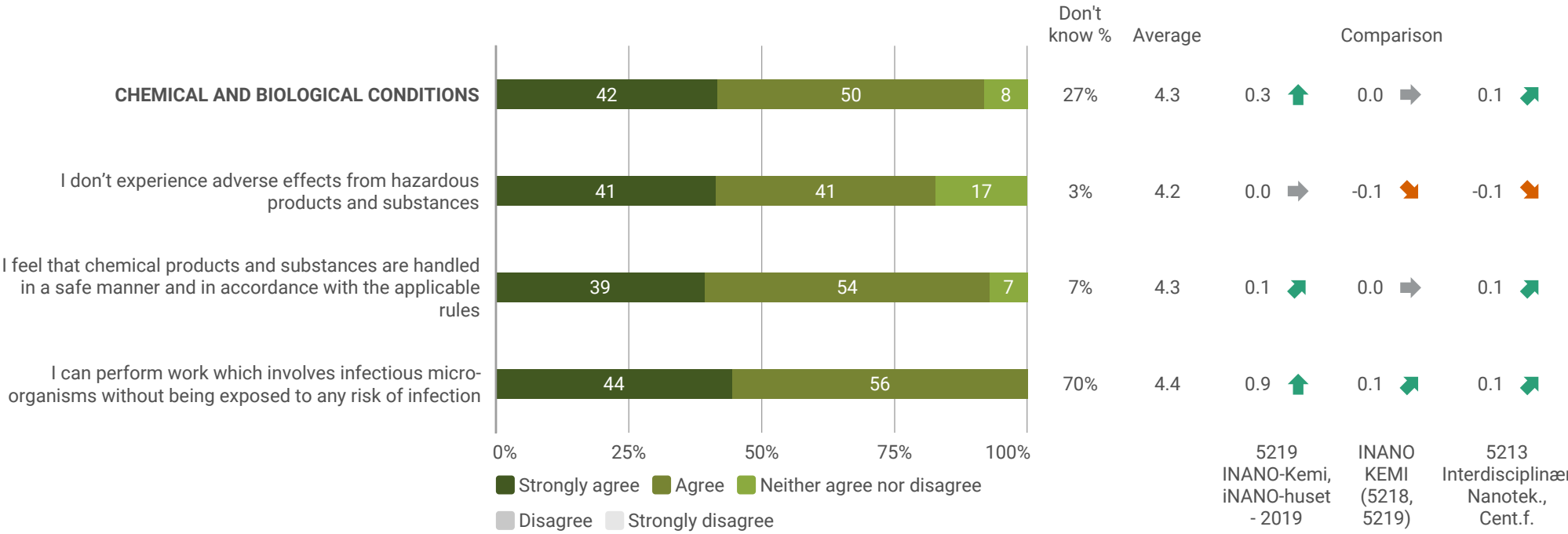
The figures indicate the share of employees (in %) who ticked either 'Disagree' or 'Totally disagree' for the specific questions.

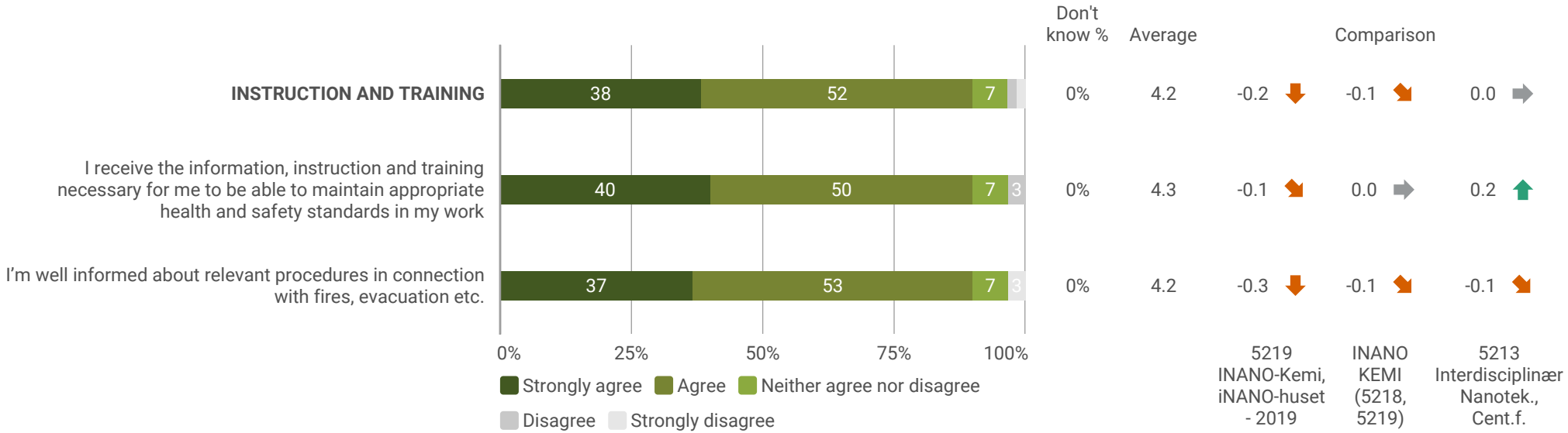


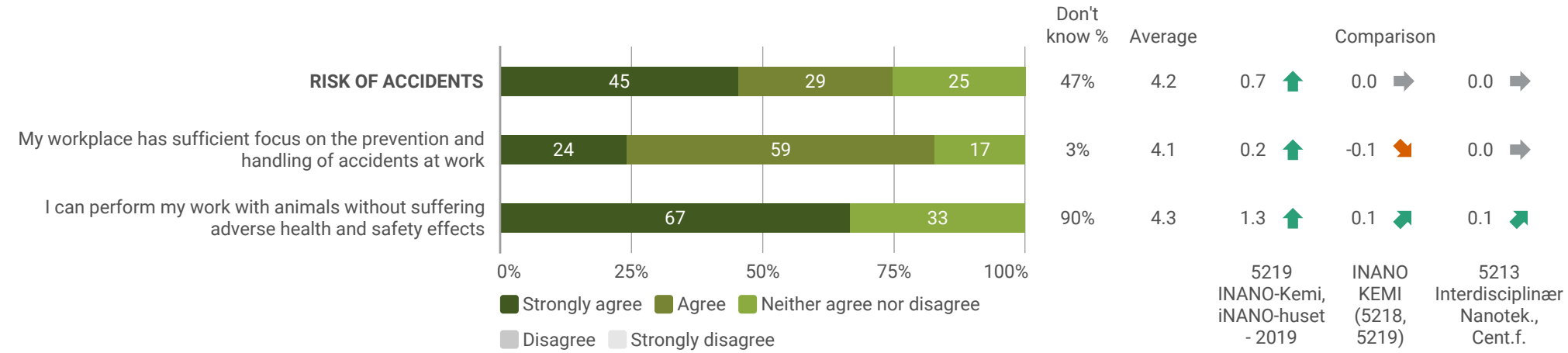
The results for the questions in the physical WPA are shown on the following pages.




Don't know %
Average
Comparison
ERGONOMICS
30
50
16
2
2
0%
4.0
-0.1
-0.1
0.0
I rarely have to work in uncomfortable working positions
30
53
13
3
0%
4.1
0.1
0.0
0.0
I rarely have to perform monotonous repetitive work
17
50
23
7
3
0%
3.7
-0.3
-0.1
0.1
I generally don't do heavy lifting, pulling or pushing without aids
43
47
10
0%
4.3
-0.1
-0.1
0.0
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.


Don't know %
Average
Comparison
CHEMICAL AND BIOLOGICAL CONDITIONS
42
50
8
27%
4.3
0.3
0.0
0.1
I don't experience adverse effects from hazardous products and substances
41
41
17
3%
4.2
0.0
-0.1
-0.1
I feel that chemical products and substances are handled in a safe manner and in accordance with the applicable rules
39
54
7
7%
4.3
0.1
0.0
0.1
I can perform work which involves infectious micro-organisms without being exposed to any risk of infection
44
56
70%
4.4
0.9
0.1
0.1
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.


Don't know %
Average
Comparison
INSTRUCTION AND TRAINING
38
52
7
0%
4.2
-0.2
-0.1
0.0
I receive the information, instruction and training necessary for me to be able to maintain appropriate health and safety standards in my work
40
50
7
3
0%
4.3
-0.1
0.0
0.2
I'm well informed about relevant procedures in connection with fires, evacuation etc.
37
53
7
3
0%
4.2
-0.3
-0.1
-0.1
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.


Don't know %
Average
Comparison
RISK OF ACCIDENTS
45
29
25
47%
4.2
0.7
0.0
0.0
My workplace has sufficient focus on the prevention and handling of accidents at work
24
59
17
3%
4.1
0.2
-0.1
0.0
I can perform my work with animals without suffering adverse health and safety effects
67
33
90%
4.3
1.3
0.1
0.1
0%
25%
50%
75%
100%
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
5219 INANO-Kemi, iNANO-huset - 2019
INANO KEMI (5218, 5219)
5213 Interdisciplinær Nanotek., Cent.f.

ANNEXES

On the following pages, the results for all questions are broken down by job categories. Results are only shown if there is a minimum of ten responses in a group. Responses from groups with less than ten responses are combined with the second-smallest group until a minimum of ten responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

The tables can be used to form a quick overview of any variations that may be ascribed to the respondents' individual characteristics.

JOB CATEGORY	VIP	Other	Total
I'm generally happy with my job	3.8	4.2	4.0
I feel motivated and engaged in my work	3.9	3.8	3.8
I would like to be employed at Aarhus University in a year's time	3.8	3.8	3.8
I would recommend Aarhus University as a place to work	3.6	3.9	3.7
I generally feel comfortable at work	3.9	4.2	4.1
I'm happy with my job prospects	3.1	4.0	3.6
My tasks are meaningful	3.7	4.1	3.9
I know what is expected of me as an employee	3.8	3.9	3.8
I receive information on important decisions, changes, plans for the future and the like	3.4	3.8	3.6
I have an appropriate level of influence on my work	4.1	4.5	4.3
I feel sufficiently recognised for the work I do	3.5	4.0	3.8
I feel that I am part of a community at my workplace	3.6	4.1	3.9
I generally don't feel lonely in connection with my work	3.6	3.4	3.5
There is an appropriate balance between my tasks and the time available for performing them	3.2	3.5	3.4
I'm able to perform my work to a standard that I'm satisfied with	3.7	3.7	3.7
My work/life balance is generally appropriate	3.5	3.7	3.6

<3.0 <3.5 <4.0 <4.5 ≥4.5

JOB CATEGORY	VIP	Other	Total
I rarely experience stress to a degree which makes me feel unwell	3.0	3.1	3.0
The conducted employee development interview has been a good and relevant part of my development			4.0
I have the necessary competences to perform my work well	4.3	4.3	4.3
I have opportunities for development	3.2	4.1	3.7
In my unit, we are good at working on tasks together	3.9	4.1	4.0
In my unit, we help and support each other	4.0	4.4	4.2
In my unit, we have good working relations with other units	3.6	3.9	3.8
In my unit, we take a constructive approach to each other's new ideas and suggestions	3.8	4.4	4.1
In my unit, I experience that – regardless of gender – there are equal opportunities for interesting work assignments, promotion, management responsibility, career development, etc.	3.9	4.3	4.1
In my unit, clear targets have been set, and we follow up on whether we meet them	3.1	3.3	3.2
In my unit, the tone is pleasant and respectful	3.6	4.3	4.0
In my unit, we are tolerant and respect each other's differences.	4.1	4.2	4.2
In my unit, we are good at resolving disagreements and conflicts	3.5	3.8	3.7
My day-to-day management creates a good framework for my work	3.2	3.9	3.6
My day-to-day management is constructive in its approach to new ideas and suggestions	3.7	4.4	4.1
My day-to-day management is sufficiently accessible	3.6	4.3	4.0

JOB CATEGORY	VIP	Other	Total
My day-to-day management gives me sufficient help in prioritising my tasks	3.3	3.6	3.5
My day-to-day management provides sufficient feedback on my work	3.3	3.8	3.6
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.4	4.3	3.9
My day-to-day management makes the necessary decisions, even if they can be unpleasant	3.3	3.7	3.5
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.5	3.7	3.6
My day-to-day management communicates and acts uniformly and coherently in everyday working life	3.1	3.9	3.5
I'm confident in the senior management team's ability to manage Aarhus University	3.2	3.9	3.5
At Aarhus University, employees are free to express criticism	3.5	4.4	4.0

On the following pages, the results for all questions are broken down by age. Results are only shown if there is a minimum of ten responses in a group. Responses from groups with less than ten responses are combined with the second-smallest group until a minimum of ten responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

AGE	Under 30 years old	Other	Total
I'm generally happy with my job	4.2	3.8	4.0
I feel motivated and engaged in my work	3.9	3.8	3.8
I would like to be employed at Aarhus University in a year's time	3.9	3.7	3.8
I would recommend Aarhus University as a place to work	4.0	3.3	3.7
I generally feel comfortable at work	4.2	3.8	4.1
I'm happy with my job prospects	4.2	2.6	3.6
My tasks are meaningful	4.1	3.6	3.9
I know what is expected of me as an employee	4.0	3.6	3.8
I receive information on important decisions, changes, plans for the future and the like	3.8	3.3	3.6
I have an appropriate level of influence on my work	4.4	4.2	4.3
I feel sufficiently recognised for the work I do	4.1	3.3	3.8
I feel that I am part of a community at my workplace	4.2	3.3	3.9
I generally don't feel lonely in connection with my work	3.8	3.1	3.5
There is an appropriate balance between my tasks and the time available for performing them	3.6	3.0	3.4
I'm able to perform my work to a standard that I'm satisfied with	3.8	3.5	3.7
My work/life balance is generally appropriate	3.8	3.3	3.6

AGE	Under 30 years old	Other	Total
I rarely experience stress to a degree which makes me feel unwell	3.3	2.6	3.0
The conducted employee development interview has been a good and relevant part of my development			4.0
I have the necessary competences to perform my work well	4.2	4.4	4.3
I have opportunities for development	4.1	3.0	3.7
In my unit, we are good at working on tasks together	4.1	4.0	4.0
In my unit, we help and support each other	4.3	4.2	4.2
In my unit, we have good working relations with other units	3.9	3.5	3.8
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.4	3.8	4.1
In my unit, I experience that – regardless of gender – there are equal opportunities for interesting work assignments, promotion, management responsibility, career development, etc.	4.3	3.9	4.1
In my unit, clear targets have been set, and we follow up on whether we meet them	3.5	2.9	3.2
In my unit, the tone is pleasant and respectful	4.1	3.8	4.0
In my unit, we are tolerant and respect each other's differences.	4.2	4.1	4.2
In my unit, we are good at resolving disagreements and conflicts	3.8	3.4	3.7
My day-to-day management creates a good framework for my work	3.8	3.2	3.6
My day-to-day management is constructive in its approach to new ideas and suggestions	4.4	3.7	4.1
My day-to-day management is sufficiently accessible	4.2	3.6	4.0

AGE	Under 30 years old	Other	Total
My day-to-day management gives me sufficient help in prioritising my tasks	3.8	3.0	3.5
My day-to-day management provides sufficient feedback on my work	3.9	3.1	3.6
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	4.2	3.3	3.9
My day-to-day management makes the necessary decisions, even if they can be unpleasant	3.8	3.2	3.5
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.8	3.4	3.6
My day-to-day management communicates and acts uniformly and coherently in everyday working life	3.9	3.0	3.5
I'm confident in the senior management team's ability to manage Aarhus University	3.9	3.0	3.5
At Aarhus University, employees are free to express criticism	4.2	3.6	4.0

On the following pages, the results for all questions are broken down by gender. Results are only shown if there is a minimum of ten responses in a group. Responses from groups with less than ten responses are combined with the second-smallest group until a minimum of ten responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

GENDER	Male	Female	Total
I'm generally happy with my job	4.0	4.0	4.0
I feel motivated and engaged in my work	4.0	3.6	3.8
I would like to be employed at Aarhus University in a year's time	3.9	3.6	3.8
I would recommend Aarhus University as a place to work	3.5	4.1	3.7
I generally feel comfortable at work	4.1	4.1	4.1
I'm happy with my job prospects	3.5	3.7	3.6
My tasks are meaningful	4.0	3.8	3.9
I know what is expected of me as an employee	3.8	3.9	3.8
I receive information on important decisions, changes, plans for the future and the like	3.5	3.8	3.6
I have an appropriate level of influence on my work	4.3	4.3	4.3
I feel sufficiently recognised for the work I do	3.6	3.9	3.8
I feel that I am part of a community at my workplace	3.9	3.8	3.9
I generally don't feel lonely in connection with my work	3.5	3.5	3.5
There is an appropriate balance between my tasks and the time available for performing them	3.0	3.9	3.4
I'm able to perform my work to a standard that I'm satisfied with	3.7	3.8	3.7
My work/life balance is generally appropriate	3.3	4.1	3.6

GENDER	Male	Female	Total
I rarely experience stress to a degree which makes me feel unwell	2.7	3.5	3.0
The conducted employee development interview has been a good and relevant part of my development			4.0
I have the necessary competences to perform my work well	4.3	4.3	4.3
I have opportunities for development	3.6	3.8	3.7
In my unit, we are good at working on tasks together	4.3	3.7	4.0
In my unit, we help and support each other	4.4	4.0	4.2
In my unit, we have good working relations with other units	3.8	3.8	3.8
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.2	4.0	4.1
In my unit, I experience that – regardless of gender – there are equal opportunities for interesting work assignments, promotion, management responsibility, career development, etc.	4.3	4.0	4.1
In my unit, clear targets have been set, and we follow up on whether we meet them	3.3	3.2	3.2
In my unit, the tone is pleasant and respectful	3.8	4.3	4.0
In my unit, we are tolerant and respect each other's differences.	4.1	4.3	4.2
In my unit, we are good at resolving disagreements and conflicts	3.8	3.5	3.7
My day-to-day management creates a good framework for my work	3.4	3.8	3.6
My day-to-day management is constructive in its approach to new ideas and suggestions	4.1	4.1	4.1
My day-to-day management is sufficiently accessible	3.8	4.2	4.0

GENDER	Male	Female	Total
My day-to-day management gives me sufficient help in prioritising my tasks	3.4	3.6	3.5
My day-to-day management provides sufficient feedback on my work	3.4	3.9	3.6
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.8	4.0	3.9
My day-to-day management makes the necessary decisions, even if they can be unpleasant	3.8	3.2	3.5
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.6	3.7	3.6
My day-to-day management communicates and acts uniformly and coherently in everyday working life	3.3	3.8	3.5
I'm confident in the senior management team's ability to manage Aarhus University	3.4	3.8	3.5
At Aarhus University, employees are free to express criticism	3.9	4.0	4.0

On the following pages, the results for all questions are broken down by selected language. Results are only shown if there is a minimum of ten responses in a group. Responses from groups with less than ten responses are combined with the second-smallest group until a minimum of ten responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

SELECTED LANGUAGE	Danish	English	Total
I'm generally happy with my job	3.9	4.2	4.0
I feel motivated and engaged in my work	3.8	3.9	3.8
I would like to be employed at Aarhus University in a year's time	3.5	4.4	3.8
I would recommend Aarhus University as a place to work	3.5	4.3	3.7
I generally feel comfortable at work	4.1	4.1	4.1
I'm happy with my job prospects	3.5	3.8	3.6
My tasks are meaningful	3.9	3.9	3.9
I know what is expected of me as an employee	3.6	4.4	3.8
I receive information on important decisions, changes, plans for the future and the like	3.3	4.2	3.6
I have an appropriate level of influence on my work	4.3	4.3	4.3
I feel sufficiently recognised for the work I do	3.6	4.0	3.8
I feel that I am part of a community at my workplace	4.0	3.6	3.9
I generally don't feel lonely in connection with my work	3.5	3.6	3.5
There is an appropriate balance between my tasks and the time available for performing them	3.2	3.8	3.4
I'm able to perform my work to a standard that I'm satisfied with	3.6	3.9	3.7
My work/life balance is generally appropriate	3.5	3.9	3.6

SELECTED LANGUAGE	Danish	English	Total
I rarely experience stress to a degree which makes me feel unwell	2.9	3.4	3.0
The conducted employee development interview has been a good and relevant part of my development			4.0
I have the necessary competences to perform my work well	4.4	4.1	4.3
I have opportunities for development	3.6	3.8	3.7
In my unit, we are good at working on tasks together	4.1	4.0	4.0
In my unit, we help and support each other	4.2	4.3	4.2
In my unit, we have good working relations with other units	3.7	3.9	3.8
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.2	4.1	4.1
In my unit, I experience that – regardless of gender – there are equal opportunities for interesting work assignments, promotion, management responsibility, career development, etc.	4.1	4.3	4.1
In my unit, clear targets have been set, and we follow up on whether we meet them	3.0	3.7	3.2
In my unit, the tone is pleasant and respectful	3.8	4.3	4.0
In my unit, we are tolerant and respect each other's differences.	4.2	4.2	4.2
In my unit, we are good at resolving disagreements and conflicts	3.6	3.8	3.7
My day-to-day management creates a good framework for my work	3.4	3.8	3.6
My day-to-day management is constructive in its approach to new ideas and suggestions	4.1	4.0	4.1
My day-to-day management is sufficiently accessible	3.9	4.1	4.0

SELECTED LANGUAGE	Danish	English	Total
My day-to-day management gives me sufficient help in prioritising my tasks	3.2	4.0	3.5
My day-to-day management provides sufficient feedback on my work	3.4	4.0	3.6
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.8	4.0	3.9
My day-to-day management makes the necessary decisions, even if they can be unpleasant	3.4	3.7	3.5
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.4	4.1	3.6
My day-to-day management communicates and acts uniformly and coherently in everyday working life	3.4	3.8	3.5
I'm confident in the senior management team's ability to manage Aarhus University	3.4	3.9	3.5
At Aarhus University, employees are free to express criticism	3.9	4.0	4.0

Does your employment depend on you attracting external funding (e.g. from research funds)?

	VIP	PHD	5219 INANO-Kemi, iNANO-huset
Yes, my employment depends on me attracting funding for my own and others' employment	7%	0%	3%
Yes, my employment depends on me attracting funding for my own employment	0%	0%	0%
In part. I assist others in attracting funding for my employment	14%	0%	13%
No, my employment is not dependent on me attracting external funding	57%	92%	70%
Don't know/not relevant	21%	8%	13%
Number of replies	14	12	30